



EMPLOYMENT TRIBUNALS

Claimant: Mr K Ebhomielen

Respondent: Isand Ltd
Jeff Firth

Heard: In Leeds On: 31 October 2024

Before:
Employment Judge JM Wade
Ms M Conlon
Mr J Howarth

Representation

Claimant: In person
Respondent: Ms R Senior, Counsel

Introduction: in respect of a single act of victimisation upheld by the Tribunal as a contravention of the Equality Act by the respondents, the Tribunal gives the following unanimous remedy judgment:

REMEDY JUDGMENT

1. The claimant's case for a compensatory award/financial losses does not succeed.
2. The Tribunal awards £10,000 by way of injury to feelings.
3. The Tribunal uplifts this award by 10% (£1000) for the respondents' unreasonable failure to follow a provision of the ACAS code.
4. The Tribunal awards £1286.15 by way of interest thereon.
5. The total sum payable by the respondents is £12, 286.15.
6. The recoupment regulations do not apply to this award.

Employment Judge Wade

Date 31 October 2024