



EMPLOYMENT TRIBUNALS

Claimants: Ms Wendy Andrew (1)
Mr Kevin Baptiste (2)

Respondent: Southwark Council

Heard at: Ashford (by video)

On: 7, 8, 9 and 10 May 2024

Before: Employment Judge C H O'Rourke
Ms S Goldthorpe
Mr W Dixon

Representation:

Claimant: Ms L Iqbal - Counsel

Respondent: Mr J Davies - Counsel

JUDGMENT

1. The Respondent directly racially discriminated against the Claimants, subjected them to harassment related to their race and also victimised them.
2. The Respondent is ordered to pay Ms Andrew the sum of £26,865.68 and Mr Baptiste the sum of £37,292.80 (as set out in the attached schedule).

Employment Judge O'Rourke

Dated: 11 May 2024

JUDGMENT SENT TO THE PARTIES ON
13th May 2024

FOR THE TRIBUNAL OFFICE

Enclosure:

Remedy Schedule

Note - Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing, or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Remedy Schedule

Ms Andrew

Injury to Feelings - £20,000

15% uplift for failure to follow the ACAS Code on Disciplinary and Grievance Procedures - £3,000

Sub-total £23,000

Interest at 8% per annum at a daily rate of £5.04 for 767 days - £3865.68

Total Award - £26,865.68

Mr Baptiste

Injury to Feelings - £25,000

15% ACAS uplift - £3,750

Sub-total £28,750

Interest at 8% per annum at a daily rate of £6.30 for 1356 days - £8542.80

Sub-total £37,292.80

(The amount above the £30,000 figure is not grossed up as the award for injury to feelings is not made '*in connection with .. the termination of a person's employment*' – s.401(1)(a) Income Tax (Earnings and Pensions) Act 2003.)