



## EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

v

James Ross

Terresens UK Limited

**Heard at:** London Central Employment Tribunal (via CVP)

**On:** 20 March 2025

**Before:** EJ Webster

### Appearances

**For the Claimants:**

**Mr Wood (Counsel)**

**For the Respondent:**

**Did not attend.**

## JUDGMENT

1. The Claimant's claim for unfair dismissal is upheld (express not constructive).
2. The Claimant's claim for direct race discrimination is not upheld.
3. The Claimant's claim for indirect race discrimination is upheld.
4. The Claimant's claim for harassment related to race is partially upheld.
5. The Claimant's claim for wrongful dismissal is upheld.
6. The Claimant's claim for protected disclosure detriment is dismissed upon withdrawal.
7. The Claimant's claim for unauthorised deduction from wages is dismissed upon withdrawal.

## REMEDY JUDGMENT

8. The Claimant is awarded and the Respondent must pay at total amount of **£124,012.64.**
9. This is comprised of the following figures:

|             |          |
|-------------|----------|
| Basic Award | £1384.62 |
|-------------|----------|

|   |  |
|---|--|
| Loss of earnings  | £60,409.16 (including 25% ACAS uplift) |
| Injury to feelings  | £18,750 (including 25% ACAS uplift)    |
| Interest on loss of earnings  | £7,083.59                              |
| Interest of injury to feelings                                      | £4,401.81                              |
| <b>Total amount due (with relevant sums having been grossed up)</b> | <b>£124,012.64</b>                     |

Employment Judge Webster

Date: 20 March 2025

JUDGMENT SENT to the PARTIES ON

27 March 2025

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FOR THE TRIBUNAL OFFICE