



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Mr. A Sharma **and**
Respondent: Jaguar Land Rover Limited
SITTING AT: Birmingham
ON: 31 March 2025
BEFORE: Employment Judge G Smart
Mrs M Howard
Mrs J Whitehill

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

On hearing from the Claimant and Ms W Miller (Counsel) for the Respondent:

1. The combined injury to feelings award for the upheld allegation of direct discrimination and the upheld allegation of victimisation is £4,500.
2. The Respondent unreasonably breached the ACAS Code of practice during the Claimant's grievance procedure by failing to conclude it within a reasonable time and refusing to give the Claimant a right of appeal. The Tribunal uplifts the injury to feelings award by 7% namely £315 as a result.
3. The Claimant is owed interest from the deemed date of discrimination, 15 May 2022, until 31 March 2025. This is 1052 days at 8% per annum for £4,500, namely, interest of £1,037.59.
4. There is no grossing up because the award is below the £30,000 tax threshold.
5. Remedy claims for separate personal injury, loss of earnings and aggravated damages are not well founded and are dismissed.
6. The total compensation due to the Claimant from the Respondent is therefore £4,500 plus £315 plus £1,037.59 namely **£5,852.59**
7. This is a unanimous decision of the Tribunal.

Judgment approved by:
EMPLOYMENT JUDGE G SMART

On: 31 March 2025

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both judgments and reasons for the judgments are published in full online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties. Recording and Transcription: Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>