



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Medici

Respondent: Shawmind

Heard at: London South

On: 5 March 2023 2025

Before: Employment Judge Heath

Representation

Claimant: Mr C Devlin (Counsel)

Respondent: Did not attend

JUDGMENT

1. The claimant's complaints of victimisation (extension of probation, being shouted at, being dismissed) are well-founded and succeed.
2. The claimant is awarded damages in the sum of **£21,759.14** made up as follows:
 - a. £10,000 by way of injury to feeling
 - b. £8,663.10 by way of loss of earning
 - c. £2159.34 by way of interest on injury to feelings award (Interest at 8% = £800 pa. Divided by 365 = daily amount of £2.19 multiplied by 986 days)
 - d. £936.70 by way of interest on loss of earnings (Interest at 8% = £693.05 pa. Divided by 365 = daily amount of £1.90 multiplied by 493 days)

Employment Judge Heath
5 March 2025

Judgment sent to the parties on
8 April 2025

Notes

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.

Public access to employment tribunal decisions

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 claimant(s) and respondent(s) in a case.

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/>