



EMPLOYMENT TRIBUNALS

Claimant: Miss G Dixon

Respondent: Belgarum Property Management Limited

Heard at: Southampton (day 1) / by CVP (days 2 and 3)
On: 28, 29 and 30 May 2025

Before: Employment Judge Leverton

Representation

Claimant: In person

Respondent: Mr J Munro, Peninsula Business Services Limited

JUDGMENT

1. The complaint of direct disability discrimination is not well-founded and is dismissed.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is well-founded and succeeds.
3. When the proceedings were begun, the respondent was not in breach of its duty to provide the claimant with a written statement of employment particulars.
4. The respondent shall pay the claimant the total sum of **£39,495.11**, which is broken down as follows:
 - a. Compensation for past financial losses: £7,491.29 (comprising (i) £2,409.90 for loss of sick pay in 2018; (ii) £2,449.46 for loss of sick pay in 2019; and (iii) £2,631.93 for loss of interest after pension drawdown in 2021, based on a notional interest rate of 5% on £23,232.24 for the period 26/03/21–30/06/23, i.e. 827 days);
 - b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £1,198.34 (comprising (i)

£651 interest at 8% for loss of sick pay in 2018, based on the midpoint of the 2,465 days during the period 31/08/18–30/05/25; (ii) £547.34 interest at 8% for loss of sick pay in 2019, based on the midpoint of the 2,039 days during the period 31/10/19–30/05/25; and (iii) no interest on the award for loss of interest after pension drawdown);

- c. Compensation for injury to feelings: £20,000
- d. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £10,805.48 (based on the period 31/08/18–30/05/25, i.e. 2,465 days, at 8%).

Approved by:

Employment Judge Leverton
Date: 2 June 2025

Judgment sent to the parties on
13 June 2025

Jade Lobb
For the tribunal

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/