



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Burgess

Respondent: Canolfan Gymunedol Ystradowen Community Centre Ltd

Heard at: Cardiff (CVP) **On:** 20 March 2025

Before: Employment Judge R Brace

Members: Mr M Lewis and Ms R Hartwell

Representation

Claimant: In person

Respondent: Ms M Wahabi (Consultant)

REMEDY JUDGMENT

The unanimous decision of the Tribunal is that the Respondent is ordered to pay the following compensation to the Claimant as follows:

Basic Award	3 x £171.93		£773.68
Compensatory Award			
<i>Prescribed element</i>			
<i>Loss of wages to remedy judgment</i>			
Wages from 3 August 2023 to 22 August 2023 (3 weeks)	(3 x £191.93)	£515.79	
Wages from September 2023 – September 2024	£9,441.23		
less			
Wages earned from Shaw from September 2023 – September 2024	£8,344.88	£1096.35	

Total Prescribed Element		£1,612.14	
Loss of Statutory rights		£500.00	
Add ACAS uplift 25%		£528.04	
Total Compensatory Award			£2,640.18
Total Unfair Dismissal			£3,413.86
Discrimination			
Injury to feelings		£5,000.00	
ACAS uplift 25%		£1,250.00	
Interest @8%	£6,250 x 0.08 x 699 days / 365	£957.53	£7,207.53
Total Discrimination Award			
Failure to provide statement of terms	2 x £171.73		£343.86
Total			£10,965.25

Employment Judge Brace

Dated: 20 March 2025

JUDGMENT SENT TO THE PARTIES
ON

25 March 2025

Kacey O'Brien
FOR THE SECRETARY OF
EMPLOYMENT TRIBUNALS

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.