



EMPLOYMENT TRIBUNALS

Claimant: Ms A Pereira

Respondent: (1) Wellington Antiques Limited
(2) John Michael Wellington

Heard at: Reading Employment Tribunal

On: 4 August 2025 (by video)

Before: Employment Judge Annand
Ms Telfer
Ms Brown

Representation

Claimant: Mr Van Heck, Counsel
Respondents: Ms Millin, Counsel

UPON APPLICATION made by the Claimant in letters dated 1 April 2025 and 21 April 2025 to reconsider the judgment dated 25 February 2025, and sent to the parties on 20 March 2025, under Rule 69 of the Employment Tribunal Procedure Rules 2024,

JUDGMENT

1. The Claimant's application for reconsideration is successful and the remedy judgment dated 25 February 2025 is varied. The First and Second Respondents are liable, on a joint and several basis, for the compensation awarded for the successful complaints of discrimination.
2. The First Respondent shall pay the Claimant the following sums:
 - a) Compensation for breach of contract in respect of a commission payment £2,000
 - b) Compensation for breach of contract, relating to the failure to pay employer pension £554.40

contributions from 20 October 2021 to 7 March 2023

- c) Compensation for notice pay £210
 - d) Compensation for failure to provide written statement of particulars £840
3. The First and Second Respondent are jointly and severally liable for the following sums:
- e) Compensation for past financial losses, including a 15% uplift for breaches of the Acas Code of Practice £24,610
 - f) Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 £1,937.34
 - g) Compensation for injury to feelings, including a 15% uplift for breaches of the Acas Code of Practice £18,400
 - h) Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 £3,133.55
4. The Claimant is also owed:
- i) Grossing up for taxation £4,337.05
- of which £303.59 is tax on the awards at 2 a)-d) above, and for which the First Respondent is liable
- of which £4,033.46 is tax on the awards at 3 e)-h) above and for which the First and Second Respondent are jointly and severally liable
- Total: **£56,022.34**

Approved by

Employment Judge Annand

Date: 4 August 2025

JUDGMENT SENT TO THE PARTIES
ON 6 August 2025

FOR THE TRIBUNAL OFFICE

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:

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