



EMPLOYMENT TRIBUNALS

Claimant: A

Respondent: B

Heard at: Southampton Employment Tribunal **On:** 2 May 2025

Before: Employment Judge Bowen
Melanie Metcalf
Jean Ratnayake-Kingsley

Representation

Claimant: In person (Assisted by C)
Respondent: In person

REMEDY JUDGMENT

Please note that there is an Anonymity Order and Restricted Reporting Order in place in respect of these proceedings, which were amended during the course of proceedings with the final versions being dated 19 November 2025.

This judgment was amended to give effect to the Rule 49 Order dated 19 November 2025.

1. The Respondent is ordered to pay the Claimant compensation of £12351.23 comprising of:
 - (a) £10,000 by way of compensation for injury to feelings.
 - (b) £2231.23 by way of interest on compensation for injury to feelings.
 - (c) £120.00 by way of compensation for failure to provide a written statement of particulars of employment.

Employment Judge Bowen (approved judgment)
Date: 19 May 2025
Amended on 19 November 2025

JUDGMENT SENT TO THE PARTIES ON
24 July 2025

Note

Oral reasons were provided at the hearing. Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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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.