



EMPLOYMENT TRIBUNALS

Claimant: Ms O Onakoya
Respondent: Adada Ltd t/a Adada Care Services
Heard at: Cardiff
On: 21 February 2025
Before: Employment Judge S Moore

Representation

Claimant: In person
Respondent: Mr Cowley, Counsel

JUDGMENT ON REMEDY

1. In respect of the well founded complaints of direct disability discrimination and disability related harassment, the respondent is ordered to pay the claimant the following sums:
 - a. Compensation for past financial losses: **£5457.48;**
 - b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£261.36**
 - c. Compensation for injury to feelings: **£5000.00;**
 - d. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£478.90.**

Employment Judge S Moore

Date: 21 February 2025

JUDGMENT SENT TO THE PARTIES ON

25 February 2025

Kacey O'Brien
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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>