



EMPLOYMENT TRIBUNALS

Claimant: Mr S Gough

Respondent: Secretary of State for Justice

Heard at: Reading **On:** 16 January 2026

Before: Employment Judge Shastri-Hurst, Ms D Ballard, Dr C Whitehouse

Representation

Claimant: in person

Respondent: Mr Ruck Keene

JUDGMENT

1. For the claim of harassment, the respondent shall pay the claimant the following sums:

a. Compensation for injury to feelings

£28,000

b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 (for a period of 2057 days from 31 May 2020 to 16 January 2026 at 8%)

£12,623.78

c. Compensation for past financial losses:

£2,714.14

d. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 (for a period of 1028.5 days from the mid-point at 8%)

£611.83

e. Aggravated damages:

£1,000

f. Interest on aggravated damages calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 (for a period of 1028.5 days from the mid-point at 8%)

£225.42

g. The total figure to be paid by the respondent to the claimant is

£45,175.17

Approved by:

Employment Judge Shastri-Hurst

19 January 2026

JUDGMENT SENT TO THE PARTIES
ON

.13 March 2026.....

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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. 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/