



EMPLOYMENT TRIBUNALS

Claimant: Ms. N. Ameri

:

Respondent: Allison House Thornaby Limited

Heard at: The Newcastle Employment Tribunal

On 16 January 2026, 31 March and 01 April 2026 via CVP

Before: Employment Judge T.R. Smith, sitting alone

Representation

Claimant: In person

Respondent: Mr. Inani (director)

The tribunal was assisted by Ms. Rajendram, the tribunal appointed interpreter

JUDGMENT

Remedy

1. The respondent shall pay the claimant forthwith **£52,895.31** calculated as follows:-
 - a. A basic award **£869.81**.
 - b. Compensation for financial losses inclusive of a 15% uplift, interest and grossing up of **£ 30,212.84**. The Interest as compensation for financial losses was calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 in the sum of £2342.60.
 - c. Compensation for injury to feelings inclusive of a 15% uplift, interest and grossing up **£21,812.66**. Interest on compensation for injury to feelings was calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 in the sum of £2500.13.
 - d. An uplift of 15% has been made, save on the basic award, to the above figures pursuant to section 207A Trade Union and Labour Relations Act 1992.
2. The claimants claim for aggravated damages is not well founded and is dismissed.
3. The claimant's claim for costs/ a preparation time order is not well founded and is dismissed.

Employment Judge T.R. Smith

Date signed 01 April 2026

Notes

As Full 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/>