



EMPLOYMENT TRIBUNALS

Claimant: Pankaj Gurruani
Respondent: Thursdays (UK) Limited (in administration)
Heard at: Cambridge Employment Tribunal
On: 16 April 2026
Before: Employment Judge Hutchings (sitting alone)
Representation
Claimant: in person
Respondent: did not attend

RULE 22 JUDGMENT

1. The respondent having failed to present a response, and the tribunal having considered the claimant's evidence at this liability hearing, the complaint of direct race discrimination succeeds.

REMEDY JUDGMENT

2. For the complaint of direct race discrimination the claimant is awarded **£9,146.38**:
 - 2.1. Compensation for loss of earnings of **£7,765.16 net** calculated as follows: lost earnings for the period 27 May 2024 to 8 October 2024 of £7,220 net (£380 weekly x 19 weeks) plus interest of £545.16 (689 days/2 x 8% x 1/365 x £7,220); and
 - 2.2. Compensation for injury to feelings of **£1,381.22** calculated as follows: injury to feelings award of £1,200 plus interest of £181.22 (689 x 8% v 1/365 x £1,200)

Approved by:

Employment Judge Hutchings

16 April 2026

JUDGMENT SENT TO THE PARTIES ON
16 May 2026

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FOR THE TRIBUNAL OFFICE

Summary reasons

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally 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.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.