



EMPLOYMENT TRIBUNALS

Claimant: Felicity Stewart

Respondent: Galloway European Coachlines Ltd

Heard at: Bury St Edmunds Employment Tribunal (in person)

On: 20 April 2026

Before: Employment Judge Hutchings (sitting alone)

Representation

Claimant: in person

Respondent: Mr Williams, litigation consultant, Peninsula

REMEDY JUDGMENT

The claimant is awarded the following:

1. For the complaint of failure to pay **equal pay**, an award of **£4,378.96 gross** calculated as follows:

- 1.1. Wages shortfall of £3,960.56; and

- 1.2. Interest of £418.40, calculated as follows:

- 1.2.1. 963 days from dated equal pay should have been paid until date of end of employment (1.9.23 to 20.4.26);

- 1.2.2. 482 days between mid point and end of employment (963 divided by 2);

- 1.2.3. Daily interest for this period at 8%;

- 1.2.4. Calculation for interest: $482 \times \frac{1}{365} \times 0.08 \times £3,960.56 = £418.40$.

2. For the complaint of **direct sex discrimination** the following awards:

- 2.1. **Compensatory award of £10,407.34 net** calculated as follows:

- 2.1.1. £9,412.92: lost wages taking account of what the claimant would have earned had her employment continued, adjusted to take account of the different universal credit payments received by the claimant

when working for the respondent and following the end of the claimant's employment, and a finding that the claimant was not under a duty to mitigate loss during this period; and

2.1.2. Interest of £994.42, calculated as follows:

2.1.2.1. 963 days from dated equal pay should have been paid until date of end of employment (1.9.23 to 20.4.26);

2.1.2.2. 482 days between mid point and end of employment (963 divided by 2):

2.1.2.3. Daily interest for this period at 8%;

2.1.2.4. Calculation for interest: $482 \times \frac{1}{365} \times 0.08 \times £3,960.56 = £994.42$.

The Tribunal has not grossed up with award as it is within the limits of the tax free sum.

2.2. Compensation for **injury to feelings of £2,422.40** calculated as follows:

2.2.1. £2,000 injury to feelings; and

2.2.2. Interest of £422.40 calculated as follows:

2.2.2.1. 963 days from dated equal pay should have been paid until date of end of employment (1.9.23 to 20.4.26);

2.2.2.2. Daily interest for this period at 8%;

2.2.2.3. Calculation for interest: $963 \times \frac{1}{365} \times 0.08 \times £2,000 = £422.40$.

Approved by:

Employment Judge Hutchings

20 May 2026

JUDGMENT SENT TO THE PARTIES ON
26 May 2026

FOR THE TRIBUNAL OFFICE

Notes

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.

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 full reasons, and therefore the written full reasons would be provided if there was such a request.