



EMPLOYMENT TRIBUNALS

Claimant: Dayanny So

Respondent: John Lewis PLC

Heard at: Southampton ET **On:** 17 June 2026

Before: Employment Judge Scott

Appearances

For the Claimant: Ms Franklin (Counsel)
For the Respondent: Mr Leonhardt (Counsel)

JUDGMENT

1. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£2015.64** (calculated as 1.5 x 7 years x £388.78, less adjustment for contributory conduct).
 - (b) A compensatory award of **£4401.50**.
 - (c) An award for wrongful dismissal of **£3265.75** (calculated as 7 x £388.78 adjusted for ACAS uplift)
 - (d) An award for loss of statutory rights of **£240**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

The respondent must therefore pay the claimant a total sum of £9682.89.

Approved by:
Employment Judge Scott
17 June 2026

Judgment sent to parties on
26 June 2026

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/