EMPLOYMENT TRIBUNALS

Claimant:	Mr Joseph
Respondent:	Wincanton Group Ltd
Heard at:	London South (in person) **On:** 20-23 January 2026
Before:	Employment Judge Hart, Mr Hutchings, Ms Beeston

Representation:
For the claimant: Ms Slater (lay representative)
For the respondent: Ms Mather (counsel)

JUDGMENT

The unanimous Judgment of the Tribunal is that:

The respondent is ORDERED to pay the Claimant **£55,325** as compensation for the unfair dismissal and proven act of race discrimination. This is made up of the following sums:

1. Basic award of **£2,100.**

2. Compensatory award (loss of earnings / pension contributions between 1 July 2024 to 31 December 2024 and loss of statutory rights) of **£24,727.**

3. Injury to feelings of **£9,000.**

4. ACAS uplift of 25% **£8,432.**

5. Interest of **£4,150**.

6. Grossing up to account for taxation of **£6,916.**

This judgment has been approved by:

Employment Judge **HART**
Date: 17 April 2026

JUDGMENT SENT TO PARTIES

22 April 2026

FOR THE TRIBUNAL OFFICE

P Wing

APPENDIX

REMEDY CALCULATIONS (Calculated on 17 April 2026)

Please note that the award for loss of earnings has been corrected from the amount announced orally at the hearing; this has also affected the calculation of ACAS uplift, interest and grossing up. The time period for loss of earnings from 7/5/24 to 31/12/24 remains unchanged.

HEADS OF LOSS	**Sub-total**	**TOTAL**	Notes
WRONGFUL DISMISSAL	£0	**£0**	1
BASIC AWARD			2
Basic award (1.5 weeks x 2 years x £700)	£2,100	**£2,100**	
COMPENSATORY AWARD			
Past loss of earnings between 7/5/24 - 30/6/24 (8 weeks x £668.64pw)	£5,349		3+4
Past loss of earnings between 1/7/24 - 31/12/24 (26 weeks x £697.06pw)	£18,124		5
Past loss of pension contribution between 7/5/24-31/12/24 (34 weeks x £22.20pw)	£755		
Loss of statutory rights	£500		
TOTAL		**£24,727**	
NON-FINANCIAL LOSSES			
Injury to Feeling	£9,000	**£9,000**	
ACAS UPLIFT			
On compensatory award (25% of £24,727)	£6,182		
On Injury to feeling (25% of £9000)	£2,250		
TOTAL		**£8,432**	
INTEREST			6
Interest on compensatory award from midpoint (709/2 x 0.08 x 1/365 x (£24,727 + £6,182)	£2,402		
Interest on injury to feeling (709 x 0.08 x 1/365 x (£9000 + £2250)	£1,748		
TOTAL		**£4,150**	
GROSSING UP		**£6,916**	
TOTAL AWARDED		**£55,325**	

NOTES
1) The parties agreed that notice pay was 2 weeks. No separate award is made to avoid double recovery since loss of earnings has been calculated from 7/5/24.
2) Basic pay calculated as: 1.5 weeks (60 yrs at EDT) x 2 (full years works) x gross weekly pay of £855.18pw (capped at £700)
3) Net pay calculated as £32769.07 / 52 = £668.64 pw
4) Weeks between 7/5/24 to 30/6/24 is 8 weeks; weeks between 1/7/24 to 31/12/24 is 26 weeks, giving a total of 34 weeks.
5) Net pay from 1/7/24 following pay rise of 4.25% = £668.64x0.0425 = £697.06.
6) Days between 7/5/24 and 16/4/26 = 709 days. Interest on compensatory award calculated from mid point and interest on injury to feeling calculated for whole of period.

GROSSING UP CALCULATIONS

Identifying amount to be grossed up:

Total compensatory award + injury to feeling + ACAS uplift + interest	£46,309.18
Minus £30,000 tax free	£16,309.18

Applying tax rates:

	Taxable earnings			Taxable ET award			
	gross	tax	net	gross	tax	net	Notes
PA (0%) to £12,570	£12,570	£0	£12,570	£0	£0	£0	7
Basic rate (20%) on the next £37,700 (gross)	£25,830	£5,166	£20,664	£11,870	£2,374	£9,496	
Higher rate (40%) on the next £74,870 (gross)	£0	£0	£0	£11,355	£4,542	£6,813	
TOTALS	**£38,400**			**£23,225**	**£6,916**	**£16,309**	8

NOTES
7) The tax bands and rates for the year 2025/26 are: Personal Allowance £0-12,570 (0%); Basic Rate £12,570-£50,270 (20%); Higher Rate £50,271-125,140 (40%) and Additional Rate over £125,140 (45%)
8) From the Claimant's schedule of loss it is estimated that the claimant will earn £38,400 in the tax year 2026/7.