EMPLOYMENT TRIBUNALS

Claimant: Ms Toyin Orisaremi

Respondent: South Bank Colleges

Heard at: London South (via CVP)

On: 22-26 July, 3 August, 12, 14 Oct 2026

Before: EJ Harley
Mrs Christofi
Mr Murphy

Representation
Claimant: Ms Durojaiye (Lay representative)
Respondent: Mr Holloway (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The Respondent is ordered to pay the Claimant compensation in the total sum of **£81,291.59**.

2. The award comprises:

Head of award	**Amount**
Notice pay	£2,937.44
Holiday pay	£1,141.36
Unauthorised deduction / SSP	£737.18
Basic award	£3,850.00
Past loss of earnings	£17,475.40
Future loss	£0.00
Loss of statutory rights	£500.00
Injury to feelings	£30,000.00
Personal injury	£3,500.00
Aggravated damages	£2,500.00
Interest on financial loss	£1,666.15
Interest on injury to feelings	£5,727.12
Interest on personal injury	£333.70
Interest on aggravated damages	£238.36
ACAS uplift	£5,879.14
Tax gross-up	£4,805.74
Total	**£81,291.59**

3. For tax grossing-up purposes, the Tribunal attributes one-third of the £30,000 injury-to-feelings award (£10,000) to the dismissal and £20,000 to pre-dismissal treatment. The termination-related compensation used in the calculation is £14,300, comprising £10,000 injury to feelings, £2,500 aggravated damages, £500 loss of statutory rights and £1,300 attributable ACAS uplift. The Tribunal has assumed other taxable income of approximately £18,000 in 2026/27. On that basis, the gross-up is £4,805.74.

4. The Tribunal has calculated the tax gross-up as £4,805.74 and the total award as £81,291.59 on the assumptions set out above. Those figures will stand unless, within 14 days of the date on which this Remedy Judgment is sent to the parties, a party identifies with supporting evidence a material error in the assumptions or calculation. Any such notification will be treated as an application for reconsideration limited to the gross-up and resulting total. All other figures are final.

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Employment Judge Harley
Date: 14 October 2026

Sent to the parties on:
Date: 29 October 2026

Notes

Full reasons were given orally at the hearing. Written full 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 the 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/