



EMPLOYMENT TRIBUNALS

Claimant: Ms K Abbott

Respondent: The Home Office

Heard at: Manchester

On: 19 January 2021 – 22
January 2021

Before: Employment Judge Sharkett
Mrs C Clover
Mr A Egerton

REPRESENTATION:

Claimant: In person

Respondent: Mr Weis of Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's claim of indirect discrimination on the protected characteristic of sex is not well founded and is dismissed
2. The claimant's claim of indirect discrimination on the protected characteristic of disability is well founded and succeeds
3. The claimant's claim that the respondent failed in its duty to make reasonable adjustments is well founded and succeeds.
4. The Respondent is ordered to pay to the claimant by way of compensation the sum of £7876.32. This sum is made up an amount of:

(a) loss of earnings in the sum of £2390.40 with interest at 8% in the sum of £136.75, running from the mid-point of the date of the act of unlawful discrimination to the date on which the award was made i.e. 16 August 2019 to 22 January 2021

(b) injury to feelings in the sum of £4800 together with interest at 8% from the date of the acts of unlawful discrimination to today in the sum of £549.17

Employment Judge Sharkett

Date 22 January 2021

JUDGMENT SENT TO THE PARTIES ON
8 February 2021

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

Judgments and reasons for the 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.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2414335/19
Ms K Abbott v The Home Office

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 8 February 2021

"the calculation day" is: 9 February 2021

"the stipulated rate of interest" is: **8%**

MR S ARTINGSTALL
For the Employment Tribunal Office

INTEREST ON TRIBUNAL AWARDS

GUIDANCE NOTE

1. This guidance note should be read in conjunction with the booklet, 'The Judgment' which can be found on our website at www.gov.uk/government/collections/employment-tribunal-forms

If you do not have access to the internet, paper copies can be obtained by telephoning the tribunal office dealing with the claim.

2. The Employment Tribunals (Interest) Order 1990 provides for interest to be paid on employment tribunal awards (excluding sums representing costs or expenses) if they remain wholly or partly unpaid more than 14 days after the date on which the Tribunal's judgment is recorded as having been sent to the parties, which is known as "the relevant decision day".

3. The date from which interest starts to accrue is the day immediately following the relevant decision day and is called "the calculation day". The dates of both the relevant decision day and the calculation day that apply in your case are recorded on the Notice attached to the judgment. If you have received a judgment and subsequently request reasons (see 'The Judgment' booklet) the date of the relevant judgment day will remain unchanged.

4. "Interest" means simple interest accruing from day to day on such part of the sum of money awarded by the tribunal for the time being remaining unpaid. Interest does not accrue on deductions such as Tax and/or National Insurance Contributions that are to be paid to the appropriate authorities. Neither does interest accrue on any sums which the Secretary of State has claimed in a recoupment notice (see 'The Judgment' booklet).

5. Where the sum awarded is varied upon a review of the judgment by the Employment Tribunal or upon appeal to the Employment Appeal Tribunal or a higher appellate court, then interest will accrue in the same way (from "the calculation day"), but on the award as varied by the higher court and not on the sum originally awarded by the Tribunal.

6. 'The Judgment' booklet explains how employment tribunal awards are enforced. The interest element of an award is enforced in the same way.