IN THE MANCHESTER EMPLOYMENT TRIBUNAL Claim No:

BETWEEN

JOHN RIPON

Claimant

and

SMOLLETT & YORK LLP

Respondent

**CLAIMANT’S SCHEDULE OF LOSS**

**Relevant Information**

Claimant’s date of birth: 11/09/1982

Date of commencement of employment: 19/04/2012

Date of termination of employment: 29/09/2015

Net weekly salary: £253.22 (approx.)

**Compensation for Injury to Feelings**

The Claimant contends that he was subjected to discrimination upon the basis of his sexual orientation. The Claimant was signed off work by his doctor on 18th August 2015 due to work related problems and stress. The Claimant contends that the discrimination was sufficiently serious to warrant top end of the top band of Vento/Da’Bell award, as the Claimant resigned from his job because of the discrimination, serving his notice period.

The Claimant claims **£25,000.**

**Compensation for Personal Injuries**

As a result of the discrimination, the Claimant sustained a recognised psychiatric condition. The Claimant seeks compensation as per the appropriate Judicial College Guidelines bracket. It is noted that the Claimant was signed off work by his doctor as a result of work-related stress and that an occupational health assessment was recommended. The Claimant reserves the right to amend this head of claim if it becomes necessary to do so upon receipt of any medical report relevant to his claim in due course.

For indication purposes only, the Claimant is likely to seek an award of **£8,000**.

**Loss of Statutory Rights**

The Claimant claims **£400** due to his loss of statutory rights.

**Loss of Earnings**

The Claimant commenced new employment with London Benbow Pubs Limited a few days after he resigned from his employment with the Respondent. The Claimant confirms that he makes no claim for loss of earnings.

**Unlawful Deduction of Wages**

The Claimant was signed off work by his doctor from 18th August 2015 until 1st September 2015, a two-week period. The Respondent failed to pay the Claimant statutory sick pay during this period.

The Claimant claims 2 x £87.55 per week = **£175.10.**

**Failure to follow the ACAS Code of Practice**

The Claimant claims that the ACAS code was not followed. The Claimant seeks an uplift of 25% in relation to his compensation for injury to feelings of **£6,250.**

**Interest**

The Claimant claims interest on his losses, personal injuries and injury to feelings at the statutory rate of 8% at an estimated daily rate of £7.23 per day from the date of the first act of discrimination until date of trial.

**Summary:**

Injury to feelings: £25,000

Personal Injuries: £8,000 (TBC)

Loss of Statutory Rights: £400

Unlawful Deduction of Wages: £175.10

25% ACAS uplift: £6,250.

Interest: TBC

**Total:**  TBC