



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Khanom

**Respondent:** Stirling Ackroyd Legal LLP

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 6 January 2021

**Before:** Employment Judge Lewis

**Members:** Ms A Berry  
Ms T A Jansen

## Representation

**Claimant:** Ms M Oghanna – Solicitor

**Respondent:** Ms L Hatch – Counsel

# JUDGMENT

1. The Claimant succeeds in her claims of
  - 1.1 Direct age discrimination contrary to section 13 of the Equality Act 2010;
  - 1.2 Harassment related to age contrary to section 26 of the Equality Act 2010.
  
2. The Claimant is awarded the following amounts by way of remedy:
  - 2.1 The sum of £4158.40 in respect of her financial losses from 16 September 2019 to 24 February 2020, including an uplift of 25% for the Respondent's unreasonable failure to follow the ACAS Code.
  - 2.2 The sum of £10,000.00 for injury to feelings, including an uplift of 25 % for failure to follow the ACAS Code.
  - 2.3 Interest on the above in the sum of £1281.39, agreed between the parties.

- 2.4 The total sum awarded to the Claimant and payable by the Respondent forthwith is therefore £15,439.79**

**Employment Judge Lewis  
Date: 29 January 2021**