



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. R. Porter

**Respondents:** Secretary of State for International Trade

**Heard at:** London Central

**On:** 18,19,22,23 January 2018

**Before:** Employment Judge Goodman

**Members:** Mr. P.M. Secher  
Mr. S. Huggins

## Representation

**Claimant:** Ms R. Tuck, counsel

**Respondent:** Mr. T. Poole, counsel

## JUDGMENT

1. The claim of direct discrimination because of sex fails.
2. The claim of detriment for taking adoption leave is well founded.
3. The Tribunal orders the respondent to pay the claimant compensation for unlawful detriment in the sum of £ 26,729.65, made up as follows:
  - 3.1 £13,122.30 special damage, past and future
  - 3.2 £12,500 for injury to feelings
  - 3.3 interest on £ 6,729.95 (loss incurred to date) from 2 July 2017 to 23 January 2018 @ 4% per annum (mid-point), £151.19
  - 3.4 interest on injury to feelings award @ 8% per annum from 9 February 2017 to 23 January 2018, £956.16.

Employment Judge Goodman on 30 January 2018

### Note

Reasons for the decision having been given orally at the hearing, written reasons will not be provided unless requested within 14 days of this written record of the decision being sent to the parties.