

EXAMPLE SCHEDULE OF LOSS FOR UNFAIR DISMISSAL CLAIM
(INCLUDING DISCRIMINATION)

IN THE [LOCATION] EMPLOYMENT TRIBUNAL

CASE NO: XXXX/[DATE]

Between

[NAME & TITLE]

Claimant

and

COMPANY

Respondent

CLAIMANT'S SCHEDULE OF LOSS

KEY INFORMATION

Gross weekly basic pay: £913.46

Net weekly basic pay: £691.57

Effective Date of Termination (EDT): 15th June 2025

Age at EDT: 38

Continuous years' service: 4

BASIC AWARD/REDUNDANCY PAY (*based on age & length of service*)

The Claimant was aged 38 at EDT with 4 complete years of continuous service. The statutory weekly pay cap from 6 April 2025 is £719. The Claimant's actual weekly pay of £913.46 exceeds the cap, so the capped figure of £719 is used.

Calculation:

Years aged 22-40: 4 years × 1 week = 4 weeks

4 weeks × £719.00 (capped) = **£2,876.00**

LOSS OF STATUTORY RIGHTS

The Claimant will have to work for two years to regain their protection from unfair dismissal. They submit it would be appropriate to make an award to reflect their loss of statutory rights: **£500.00**

COMPENSATORY AWARD

Loss of earnings

The Claimant commenced new, lower paid employment on 1st November 2025.

Calculation (period of unemployment):

Period: 15th June 2025 (EDT) to 1st November 2025 = 20 weeks

20 weeks × £691.57 (net weekly pay) = **£13,831.40**

The Claimant's new employment pays £626.19 net per week, representing an ongoing net weekly loss.

Calculation (ongoing loss):

Weekly shortfall: £691.57 - £626.19 = £65.38

Period: 1st November 2025 to 15th February 2026 = 15 weeks

15 weeks × £65.38 = **£980.70**

Total Compensatory Loss: £14,812.10

DISCRIMINATION/INJURY TO FEELINGS

The Claimant asserts that an award at the top end of the middle band of Vento would be justified in respect of the Racial Discrimination they were subjected to.

Vento bands (from 6 April 2025):

Lower band: £1,200 to £12,100

Middle band: £12,100 to £36,400

Upper band: £36,400 to £60,700

Award claimed (top of middle band): **£36,400.00**

SUMMARY

Basic Award:	£2,876.00
Loss of Statutory Rights:	£500.00
Loss of Earnings (unemployment period):	£13,831.40
Loss of Earnings (ongoing loss):	£980.70
Injury to Feelings:	£36,400.00

TOTAL CLAIM:	£54,588.10
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Note: The compensatory award cap of £118,223 (or 52 weeks' gross pay, whichever is lower) does not apply to discrimination claims, where compensation is uncapped.

Date: [DATE]