

# press release

DECEMBER 2010

## Pritchard Englefield advises successful claimant in 6 figure unfair dismissal and race discrimination claim

Pritchard Englefield acted for a city banker against the London branch of a City investment bank after the first act of discrimination, all the way to the Employment Appeal Tribunal (EAT) in his successful claim for unfair dismissal and race discrimination.

Our client, who was employed by a City investment bank as a risk manager, claimed race discrimination in the Employment Tribunal (ET) after applying for an internal promotion which was filled by a French candidate. Following receipt of his claim, he was dismissed and he brought claims for unfair dismissal and victimisation.

In the first instance decision, the ET found that our client had been unfairly dismissed, discriminated against for not being French and victimised in being dismissed. He was awarded £374,000 in damages. Both parties subsequently cross-appealed to the EAT on a number of points, the outcome of which was that our client's damages were increased to £511,000 in compensation for a potential loss of over £2 million.

Statistics published recently by The Tribunals Service reveal that our client received the highest award in the ET for race discrimination for the year 1 April 2009 to 31 March 2010. This was an exciting case, with a man taking on a Goliath in the City and succeeding. The EAT case is now a reported case given the success of our client in achieving compensation for his long-term losses despite obtaining new employment, but with a lower compensation package, via a change of career to the quasi-public sector. This brings clarification to the Court of Appeal's recent decision in the case of *Chagger v Abbey National Plc and another [2009]* in respect of compensation for career-long losses.

Our client has now received permission to pursue further damages in the Court of Appeal.

Pritchard Englefield's team was led by Melanie Stancliffe, a Partner and Co-Head of the firm's Employment Department.

### About Pritchard Englefield

Pritchard Englefield is based in the City of London, conveniently located opposite Liverpool Street Station. The firm has been established since 1848 and has a strong national and international practice.

The firm acts for a wide range of UK clients, including banks and other financial institutions, publicly quoted companies and privately owned businesses. In addition, Pritchard Englefield has been advising clients within mainland Europe for more than 60 years, and is a leading law firm in Anglo-German and Anglo-French trade, finance and commerce. The firm also has substantial connections and an expanding client base in the Far East, Russia and the Eastern European countries and in North America. A high proportion of the firm's lawyers are multi-lingual and a number are dually qualified in English law and in jurisdictions outside the UK.

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