



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

Mr Y Gurung

(1) Secured Guarding Ltd (in
voluntary liquidation)
(2) Mr J Hughes

CERTIFICATE OF CORRECTION

Under the provisions of rule 69, the Judgment sent to the parties on 7 June 2017 is corrected as set out in the underlined block text in paragraph 4 of the Remedy Judgment.

Employment Judge Pearl
8 June 2017

Important Note to parties:

Any dates for the filing of appeals or reviews are not changed by this certificate of correction and corrected judgment. These time limits still run from the date of the original judgment, or original judgment with reasons, when appealing.



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Mr Y Gurung

(1) Secured Guarding Ltd (in
voluntary liquidation)
(2) Mr J Hughes

Heard at: London Central

On: 5 – 7 June 2017

Before: Employment Judge D A Pearl
Mrs D Olulode
Ms J Collins

Representations

For the Claimant: In person

For the Respondents: Neither appears nor is represented

JUDGMENT AS TO LIABILITY

The unanimous judgment of the Tribunal is that:

- 1** The claims of unfair dismissal and wrongful dismissal succeed against the First Respondent.
- 2** The claim of victimisation in respect of the dismissal succeeds against the First and Second Respondents.
- 3** The claim of disability harassment succeeds against the First Respondent as to remarks made by Mr Thomas and Mr Yeboah.
- 4** The claim of disability harassment succeeds against the First and Second Respondents in respect of remarks made by Mr Hughes.
- 5** All other claims of direct discrimination, harassment and victimisation, or otherwise, fail and are dismissed.

REMEDY JUDGMENT

Unfair dismissal

1 The First Respondent shall pay to the Claimant a basic award of £4,005.00.

2 The Recoupment Regulations do not apply to this award as there is no compensatory award made.

Equality Act 2010

3 The First and Second Respondents shall pay to the Claimant compensation for financial loss arising from victimisation in the total sum of £10,999.29 (inclusive of £557.29 interest).

4 The First and Second Respondents shall further pay to the Claimant compensation for injury to feelings for victimisation in the sum of £6,000 **and a further sum of interest of £640.44.**

5 The First Respondent shall pay to the Claimant compensation for injury to feelings for harassment in the sum of £1,500.00 and a further sum of interest of £312.66.

6 The First and Second Respondents shall pay compensation for injury to feelings for harassment in the sum of £1,500.00 and a further sum of interest of £317.92.

Employment Judge Pearl
7 June 2017

NOTE

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing, or a written request is presented by either party within 14 days of the sending of this written record of the decision.