



EMPLOYMENT TRIBUNALS

Claimant: Mr T McGovern
Respondent: Heritage Automotive Limited

Heard at: Bristol Employment Tribunal

On: 19, 20 and 21 October 2020

Before: Employment Judge J Bax
Ms S Maidment
Mr H Launder

Representation

Claimant: Mr McGovern (in person)
Respondent: Ms Arnold (Respondent's HR officer)

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The claims of direct disability discrimination, discrimination arising from disability, harassment relating to disability and a failure to make reasonable adjustments are dismissed.
3. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply in this case.

REMEDY

1. The Respondent is ordered to pay the Claimant the agreed sum of £12,133.95 in respect of his claim of unfair dismissal.

The Claimant's award for unfair dismissal is broken down as follows:

Basic Award: £2,100.00

Compensatory Award

Loss of earnings from 27 September to 21 October 2020	£7,958.61
Future loss of earnings	£1,775.34
Loss of statutory rights	£300.00
Total Compensatory Award	£10,033.95
Grand total	£12,133.95

Employment Judge J Bax

Date **21 October 2020**

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.