



EMPLOYMENT TRIBUNALS

Claimant

Mr C Williamson

v

Respondent

Ambivent Limited

Heard at: Cambridge

On: 30 November 2020
1, 2 December 2020

Before: Employment Judge Ord

Members: Ms J Costley and Mr A Schooler

Appearances

For the Claimant: In person

For the Respondent: Suhayla Bewley, Counsel

COVID-19 Statement on behalf of Sir Ernest Ryder, Senior President of Tribunals

This has been a remote hearing on the papers which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable during the current pandemic and all issues could be determined in a remote hearing on the papers.

JUDGMENT

It is the unanimous decision of the Employment Tribunal that:

1. The Respondent failed to consider the Claimant's request for flexible working in a reasonable manner contrary to Section 80G(1)(a) of the Employment Rights Act 1996, when they failed to follow their own procedure and did not hold an Appeal meeting after the rejection of the Claimant's flexible working request.
2. That an appropriate level of compensation for that failure is two weeks' pay at the statutory maximum weeks' pay (total £1050.00).

3. That the remainder of the Claimant's complaints are not well founded and are dismissed.

8 December 2020

Employment Judge Ord

Sent to the parties on: ...15/12/2020.....

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For the Tribunal Office

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.