



EMPLOYMENT TRIBUNALS

Claimants

1. Mrs R Skupien
2. Mr S Skupien

v

Respondent

BCT Outdoors Limited

Heard at: Leeds/CVP

On: 4, 5 February 2021

Before: Employment Judge Davies

Appearances:

For the Claimants:

In person

For the Respondent:

Mr R Morton (solicitor)

Interpreter:

Mr P Giers

Technology:

This was a hybrid hearing. The Claimants, the interpreter and the Judge were at Leeds Employment Tribunal and the Respondent's representative and witness connected by CVP (V - video). The parties did not object. A fully face to face hearing was not held because it was not practicable and all the issues could be dealt with by a hybrid hearing.

JUDGMENT

1. The Respondent concedes that both Claimants were unfairly dismissed. Their complaints of unfair dismissal are therefore well-founded and succeed.
2. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures in the case of each Claimant and it is just and equitable to uplift each Claimant's compensatory award by 25%.
3. The Respondent shall pay the First Claimant:
 - 3.1 A basic award of **£1513**; and
 - 3.2 A compensatory award (including 25% uplift) of **£5141.81**.
4. The Respondent shall pay the Second Claimant:
 - 3.3 A basic award of **£1513**; and
 - 3.4 A compensatory award (including 25% uplift) of **£5545.52**.

Case Number: 1810748/2018; 1810749/2018 (V)

**Employment Judge Davies
8 February 2021**