



EMPLOYMENT TRIBUNALS

Claimants: (1) Mr W Evans
(2) Mr A O'Reilly
(3) Mr P Powell

Respondent: Warmaglaze Home Improvements Ltd

Heard at: Cardiff (by CVP) **On:** 25 & 26 May 2021

Before: Employment Judge C Sharp
Ms S Hurds
Mr M Pearson

Representation:

Claimants: In person
Respondent: Ms L Williams (Legal Executive)

JUDGMENT

The judgment of the Tribunal is that:

1. The claimants' claim for redundancy pay and unpaid wages is withdrawn and dismissed;
2. The first and third claimants' claim for unpaid accrued annual leave is withdrawn and dismissed;
3. The second claimant's claim for unpaid accrued annual leave is by consent well-founded and the respondent is ordered to pay the agreed sum of £400 to the second claimant in respect of this claim;
4. The claimants' claim of unfair dismissal under s.98 Employment Rights Act 1996 is not well-founded and is dismissed;

5. The claimants' claim of direct age discrimination under s.13 Equality Act 2010 is not well-founded and is dismissed.

Employment Judge C Sharp

Dated: 26 May 2021

JUDGMENT SENT TO THE PARTIES ON 2 June 2021

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FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

NOTE:

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.