



# EMPLOYMENT TRIBUNALS

**Claimant:** S Brown

**Respondent:** Northumberland Zoo Limited

**Heard at:** Newcastle (CVP) **On:** 6 and 7 May 2021

**Before:** Employment Judge O'Dempsey, Mr Downes and Mr Carter

## Representation

**Claimant:** Mr Brown (claimant's father)

**Respondent:** Mr Taylor (consultant)

## JUDGMENT

**1. The claimant's claim for unfair dismissal is well founded.**

**The respondent is ordered to pay to the claimant:**

**(a) A basic award of £616.**

**(b) subject to recoupment: a compensatory element of £16,016**

**The Recoupment Regulations apply**

**Monetary Award: £16632**

**Prescribed element: £16016**

**Period to which the prescribed element is attributable to: 29 November 2019  
- 7 May 2021**

**Excess: £616**

**2. The claimant satisfies section 6 of the Equality Act 2010.**

**3. The claimant's claim for breach of section 15 of the Equality Act 2010 is not well founded.**

Employment Judge **O'Dempsey**

Date 2 June 2021

Notes

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.

This was a remote hearing to which the parties consented or did not object. The form of remote hearing was CVP. A face to face hearing was not held because it was not practicable to do so and no one requested a face to face hearing or because it was not practicable and all issues could be determined in the current format of hearing.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.