



EMPLOYMENT TRIBUNALS

Claimant: Kenneth David Topham

Respondent: Airways Aviation Academy Limited

Heard at: Reading Employment Tribunal (Via CVP) **On: Wednesday, June 30, 2021**

Before: Employment Judge Mr. M. Salter

Representation:

Claimant: In person

Respondent: No attendance and not represented

JUDGMENT

It is the judgment of the tribunal that the:

1. Claimant's claim that he was unfairly dismissed is well-founded and accordingly succeeds;
2. Claimant caused or contributed to his dismissal and so his Basic and Compensatory Award will be reduced by 80%; and
3. Having applied the 80% reduction to the Basic and Compensatory Awards the Respondent will pay to the Claimant:

- Basic Award:	£398.70
- Compensatory Award: Prescribed element:	£3,500.83
Non-Prescribed Element:	£293.57

TOTAL: £4,193.10

Employment Judge Salter

Wednesday, 30th June 2021
Date

JUDGMENT & REASONS SENT TO THE PARTIES ON

18/8/2021

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FOR THE TRIBUNAL OFFICE

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.

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