



EMPLOYMENT TRIBUNALS

Claimant: Mr J Gallimore

Respondent: A Khan Design Limited

HELD AT: BY CVP

ON: 19 to 22 July 2021

**BEFORE: Employment Judge Wade
Mr T Downes
Mr J Rhodes**

REPRESENTATION:

Claimant: Ms J Denton (counsel)

Respondent: Ms I Bayliss (counsel)

JUDGMENT

- 1 The claimant's complaints of direct discrimination and harassment are dismissed, having been previously withdrawn and not pursued in this hearing.
- 2 The claimant's complaint of constructive unfair dismissal is well founded and succeeds
- 3 The claimant's Section 15 dismissal complaint succeeds.
- 4 The claimant's remaining Section 15 and complaints of failures to make reasonable adjustments are dismissed.
- 5 The claimant's Regulation 14 holiday pay complaint succeeds and the respondent shall pay to him a week's pay (4 days' pay).
- 6 The claimant's unlawful deduction from wages complaint succeeds and the respondent shall pay to him the gross sum of £1700.
- 7 The claimant does not pursue reinstatement/reengagement. Any further remedies shall be decided at a further hearing unless the parties reach earlier agreement.

JM Wade

Employment Judge Wade

Date 23 July 2021

JUDGMENT SENT TO THE PARTIES ON

28 July 2021

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions: 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. Any request for written reasons shall be copied to the other party and sent to the Tribunal within fourteen days of this decision being sent to the parties.