



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr G Beckford

**Respondent:** TRW UK Ltd

**Heard at:** Birmingham

**On:** 2 – 12 August 2021

**Before:** Employment Judge Meichen, Mr R White, Mrs S Bannister

## Appearances

For the claimant: Ms Mullings, the claimant's wife

For the respondent: Mr Hartley, solicitor

## JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant was not directly discriminated against because of race and/or age by the respondent.
3. The claimant was not victimised within the meaning of s. 27 Equality Act 2010 by the respondent.
4. In consequence of the tribunal's liability decision the parties agreed that the claimant was entitled to a basic award and the amount of that award was agreed to be £14962.
5. The parties further agreed that the claimant should be compensated for loss of earnings for the period between 30 September 2019 and 30 June 2020 and the amount of the claimant's loss of earnings for that period was agreed to be £2396.05.
6. The claimant should not be compensated for loss of earnings beyond 30 June 2020.
7. The basic and compensatory awards should not be reduced because of any conduct or action of the claimant.
8. There was a percentage chance that the claimant could have been fairly dismissed and a 15% deduction to the compensatory award (i.e. £359.41) should be made to reflect that.

9. The respondent is therefore ordered to pay the claimant:
  - (i) A basic award of £14962.
  - (ii) A compensatory award of £2036.64.
10. The recoupment regulations do not apply.

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**Employment Judge Meichen 13 August 2021**

Reasons for the judgement 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.