



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr. Clayton

**Respondent:** Pure Innovations Limited

**HELD AT:** Leeds Employment Tribunal ( By **ON:** 27, 28 and 29  
CVP) September 2021

**BEFORE:** Employment Judge Buckley

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Mr. Wilkinson (Counsel)

# JUDGMENT

1. The claim for unfair dismissal succeeds.
2. There is no basic award.
3. The respondent will pay the claimant a compensatory award of **£12,014.39** (including an award of £450 for loss of statutory rights and loss of earnings of £11,564.39).
4. The award for loss of earnings has been reduced by 50% pursuant to the 'Polkey' principle (Polkey v AE Dayton Services Ltd [1987] UKHL 8).
5. The recoupment regulations apply to the award of compensation for unfair dismissal . The total award is £12014.39. The prescribed element is £11564.39. The period of the prescribed element is 19 June 2020 to 5 September 2021. The excess of the total over the prescribed element is £450.

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Employment Judge Buckley

Date 29 September 2021