



EMPLOYMENT TRIBUNALS

Claimant

Mr Jaswinder Gill

Respondent

Aeroplas (UK) Ltd

-v-

FINAL MERITS HEARING

CONDUCTED IN PART REMOTELY BY THE CLOUD VIDEO PLATFORM

Heard at: **Centre City Tower, Birmingham**

On: **3 & 4 November 2022**

Before: **Employment Judge Perry, Mr E Stanley & Mr J Reeves**

Appearances

For the Claimant:

Mr T Gill (son & lay representative)

For the Respondent:

Mrs C Thomas (HR advisor)

JUDGMENT

1. The claimant's complaint that he was unfairly dismissed by the respondent is well founded. The respondent is ordered to pay to the claimant the sum of £7,635.63 as compensation for unfair dismissal calculated as follows:-

| | |
|--|-----------|
| Basic Award | £5,758.50 |
| Loss of statutory rights | £350.00 |
| Sub-total | £6,108.50 |
| Uplift (25%) - failure to follow ACAS Code | £1,527.13 |
| Total | £7,635.63 |

2. The respondent contravened part 5 of the Equality Act 2010 and the claimant was subjected to discrimination in contravention of s.15 (something arising from) Equality Act 2010. The claimant is awarded:-

| | |
|---|-----------|
| Injury to feelings | £9,100.00 |
| Reduction (25%) - failure to follow ACAS Code | £2,275.00 |
| Sub-total | £6,825.00 |
| Interest | £809.00 |
| Total | £7,634.00 |

3. The Employment Protection (Recoupment of Jobseekers Allowance & Income Support) Regulations 1996 do not apply.

signed electronically by me

Employment Judge Perry

Dated: **7 November 2022**