



EMPLOYMENT TRIBUNALS

Claimant: Mr Christopher Williams
Respondent: Stow Residential Ltd t/a Stow Brothers
Heard at: East London Hearing Centre
On: 10, 11, 12 and 13 January 2023
Before: Employment Judge E Fowell
Members: Ms J Houzer
Mr L O'Callaghan

Representation

Claimant: In Person
Respondent: Alan Williams (solicitor)

JUDGMENT

1. The Claimant's dismissal was unfair.
2. The complaint of direct discrimination on grounds of sexual orientation is dismissed.
3. The complaint of harassment on grounds of sexual orientation is dismissed.
4. The complaint of automatically unfair dismissal for making a protected disclosure is dismissed.
5. The complaint of detriment at work for making a protected disclosure is dismissed.
6. There was a failure to provide the Claimant with a statement of terms and conditions of employment, for which an award of four weeks' pay is made, in the sum of £2,692.32.
7. The Claimant is awarded compensation for unfair dismissal in the sum of £30,891.35.
8. The total award is therefore £33,583.67.

9. A financial penalty is imposed on the Respondent under section 12A Employment Tribunals Act 1996, at 50% of the above total, namely £16,791.84.
10. By section 12A(10) of that Act, this liability is discharged if 50% of this sum (£8,395.92) is paid within 21 days of receipt of notice of the decision to impose the penalty.

Employment Judge Fowell
Date: 13 January 2023