



EMPLOYMENT TRIBUNALS

Claimant: Mr M Jones

Respondent: Tango Networks UK Ltd (1)
Philip Hesketh (2)

Heard at: Leeds (remotely, by video) **On:** 12,13,14,15 & 16 December 2022

Before: Employment Judge Miller
Ms J Lee
Mr A Senior

Representation

Claimant: Ms W Miller – Counsel

Respondent: Mr A Murphy – employment law consultant

JUDGMENT

1. The claimant's claim of indirect age discrimination is dismissed on withdrawal
2. The claimant's claim that he was unfairly dismissed is well founded and succeeds against the first respondent
3. The claimant's claim that he was wrongfully dismissed in breach of contract is allowed against the first respondent
4. The claimant's claim that he was subject to direct age discrimination is allowed in part against the first respondent
5. The claimant's claim that he was subject to harassment related to his age is allowed in part against the first respondent
6. The claimant's claims against the second respondent are out of time and it is not just and equitable to extend time for the presentation of the claims. The Tribunal has no jurisdiction to hear the claims against the second respondent and they are dismissed.
7. The claimant's claim for aggravated damages is refused.
8. By agreement the respondent shall pay the claimant the following sums:
 - a. A basic award: £1,614
 - b. A compensatory award: £27,193.05
 - c. Total award for unfair dismissal: **£28,807.05**

d. Compensation for wrongful dismissal in breach of contract:	£1,578.52
e. Injury to feelings:	£20,000
f. Interest on the injury to feelings award	£3,195.45
g. A further payment by way of grossing up to account for tax payable on the award:	£17,860.34
Total sum payable:	£71,441.36

1803304/2021

Employment Judge **Miller**

16 December 2022

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment 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.

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.