



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Newlyn-Jones

**Respondent:** Herongrange Manpower Direct Limited  
(previously called Herongrange Security and Systems Limited)

**Heard at:** Cambridge Employment Tribunal

**On:** 8 and 9 March 2023

**Before:** Employment Judge Hutchings  
Mrs L Davies (Tribunal member)  
Mr K Rose (Tribunal member)

## Representation

Claimant: Mr Bignell of Counsel

Respondent: Mr Kane (8 March 2023 only)

# LIABILITY JUDGMENT

1. The claim of unfair dismissal is well founded. The claimant was unfairly dismissed by the respondent pursuant to Regulation 7(1) of the Transfer of Undertakings (Protection of Employment) Regulations 2006
2. The claim of direct age discrimination in respect of dismissal is upheld. The respondent contravened section 13 of the Equality Act 2010 by dismissing the respondent because of his age.

The remedy award will be determined at the hearing on 9 March 2023.

Employment Judge Hutchings

Date: 8 March 2023

JUDGMENT SENT TO THE PARTIES ON

21 April 2023

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.

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