



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)

REMEDY JUDGMENT

The respondent shall pay compensation to the claimant of **£130,256.56* gross** made up as follows:

1. A basic award for unfair dismissal of £8,088.80
2. An award for the claimant's loss of statutory rights £450
3. A compensatory award for unlawful discrimination of £116,715.53

Total net award £125,254.33.

*The award of £130,256.56 includes interest under the Equality Act 2010 and **reflects** the following adjustments:

- a. Deduction of payments received from the Insolvency Service; and
- b. Grossing up of the award pursuant to section 401 of the Income Tax (Earnings & Pensions) Act 2003.

The recoupment provisions do not apply.

Employment Judge Hutchings

Date: 9 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.

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.