



# EMPLOYMENT TRIBUNALS

**Claimant:** Cyril Gregory

**Respondent:** Petro Trace Limited

**Heard at:** Reading                      **On:** 5,6,7 June 2023  
8 June 2023 in chambers  
9 June 2023

**Before:** Employment Judge S. Matthews  
Mr. J. Appleton  
Mr. K. Rose

## Representation

Claimant: Mr. Singh (Counsel)

Respondent: In Person, Miss Banton (Counsel) on 9 June 2023

# JUDGMENT

1. The claimant was unfairly dismissed.
2. The respondent subjected the claimant to direct age discrimination by singling him out for dismissal and dismissing him.
3. The complaint of direct race discrimination is not well founded and is dismissed.
4. The respondent subjected the claimant to Victimisation.
5. The respondent was in breach of contract by dismissing the claimant without notice.
6. The claim for a redundancy payment pursuant to s.135 ERA is dismissed.
7. The claimant is awarded compensation for the complaints of unfair dismissal, age discrimination, victimisation and breach of contract of:  
Unfair Dismissal basic award: £3264  
Financial Loss: £147,853  
Injury to Feelings: £20,000  
Uplift on compensation of 25% for failure to comply with the ACAS code:  
£42,779.25.  
Total: £213,896.25

8. The claimant is entitled to an award of interest pursuant to the provisions of the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996. The amount of interest has been agreed by the parties as:  
Interest on past loss: £4974.21  
Interest on injury to feelings award: £2503.01  
Total: £221,373.47
9. The amount to be added to the claimant's award to the claimant's award in respect of the tax payable on the award, so that, after paying tax the claimant receives the net sum awarded by the Tribunal has been agreed by the parties as £118,839.33.
10. The total award payable by the respondent is £340,212.80.

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Employment Judge **S. Matthews**

Date 9 June 2023

JUDGMENT SENT TO THE PARTIES ON

28 July 2023

GDJ  
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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