



EMPLOYMENT TRIBUNALS

Claimant: Mr M Long

Respondent: United World School of English Limited

Heard at: Southampton **On:** 25-29 September 2023

Before: Employment Judge Self (Sitting Alone with the consent of the parties)

Appearances

For the Claimant: Mr A Peck - Counsel

For the Respondents: Mrs M Morgan - Director

JUDGMENT

1. The Claim of Constructive Unfair Dismissal is well-founded and is successful.
2. The Claim of Wrongful Dismissal is well-founded and is successful.
3. The Claim for Disability Related Harassment is well founded, in part, and is successful.
4. The Claims of Direct Disability Discrimination and Indirect Disability Discrimination are not well-founded and are dismissed.
5. The Tribunal awards compensation to the Claimant payable by the Respondent as follows:
 - a) Unfair Dismissal - **£9705.50** (£9205.50 – Basic award and £500 Compensatory Award).
 - b) Wrongful Dismissal **£3,213** Net (10.5 weeks at a net payment of £306 per week).
 - c) Disability Discrimination **£7,500** (Injury to Feelings Only)
 - d) Interest on Discrimination **£1,741.68** (Interest from 1 November 2020 until 27 September 2023 -1062 days at £1.64 per day).
 - e) Total Payable by Respondent to Claimant - **£22,160.18**.

Employment Judge Self
2 October 2023