



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Hypher  
**Respondent:** Together Stronger (South Wales) Ltd.  
**Heard at:** Wales Region by CVP      **On:** 11 and 12 September 2023  
**Before:** Employment Judge S Evans  
Mrs J Beard  
Mr M Lewis

## Representation

**Claimant:** In person  
**Respondent:** Mr N Henry, Consultant

# Judgment

The unanimous judgment of the Tribunal is that:

1. The Respondent made an unauthorised deduction from the Claimant's wages, in the sum of £725.88.
2. The Claimant is entitled to payment of £227.77 for annual leave accrued but untaken.
3. The Claimant was constructively dismissed in breach of contract. His claim of wrongful dismissal is well- founded and succeeds.
4. The Claimant is awarded one week's pay for wrongful dismissal. The gross award is £523.40. The Claimant must account to HMRC for tax, national insurance and any other payments due on this sum.
5. The Claimant's claim of direct discrimination in that he was treated less favourably because of his disability is not well-founded and is dismissed
6. The Claimant was treated unfavourably for a reason arising in consequence of his disability. His claim of discrimination arising from disability is well founded and succeeds.
7. The Claimant is awarded the sum of £3650.72 gross as compensation for his financial loss arising from his complaint of discrimination arising from disability. The Claimant must account to HMRC for tax, national insurance and any other

payments due on this sum.

8.The Claimant is entitled to compensation for injury to feelings and is awarded the sum of £3500.

9.The Claimant is entitled to interest upon the award for injury to feelings. The period of the award of interest is 26 August 2022 to 12 September 2023, at 8% per year, a total of £293.04.

10. The Respondent was in breach of its duty to give the claimant a written statement of employment particulars. It is just and equitable to award the claimant 4 weeks' pay in relation to this breach in the sum of £2093.60.

11. The total sum payable by the Respondent to the Claimant is £11,014.41.

12. The Recoupment Regulations do not apply.

Employment Judge S. Evans

Date 12 September 2023

JUDGMENT SENT TO THE PARTIES ON 13 September 2023

FOR THE TRIBUNAL OFFICE Mr N Roche

**Note** Oral reasons having been provided at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.