



EMPLOYMENT TRIBUNALS

Claimant: Mr S Agar

Respondent: Allspring Global Investments (UK) Ltd

Heard at: London Central

On: 9 to 17 November 2023

Before: Employment Judge Nash
Mr P Alleyne
Mr J Carroll

Representation

Claimant: Mr Kelly of counsel

Respondent: Mr Wilson of counsel

JUDGMENT

1. The claimant was unfairly dismissed under section 94 of the Employment Rights Act 1996.
2. The claimant was not automatically unfairly dismissed under section 99 of the Employment Rights Act 1996.
3. The respondent did not subject the claimant to detrimental treatment on the grounds of the claimant taking or seeking to take adoption leave under section 47C(2)(ba) of the Employment Rights Act 1996.
4. The respondent did not subject the claimant to direct age discrimination under section 5 & 13 of the Equality Act 2010.
5. The respondent did not subject the claimant to direct sexual orientation discrimination under section 12 & 13 of the Equality Act 2010.

6. The respondent did not subject the claimant to direct sex discrimination under section 11 & 13 of the Equality Act 2010.
7. The respondent did not subject the claimant to victimisation under section 27 of the Equality Act 2010.
8. In respect of remedy only, without any reference to the parties' positions as to liability, the respondent shall pay to the claimant by consent under this judgment the sum of £93,878.00.

Employment Judge Nash

Date 17 November 2023

JUDGMENT SENT TO THE PARTIES ON

17/11/2023

FOR THE TRIBUNAL OFFICE

Note

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.

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.