



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr W L Bailey

**Respondent:** Rydal Communications Ltd

**Heard at:** By video

**On:** 15 March 2024

**Before:** Employment Judge Danvers

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Aplin, Respondent's Group Finance Director

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The Respondent's applications for specific disclosure of the following documents are refused:
  - a. bank statements evidencing the bank account of Mr James from which a loan was made to the Claimant;
  - b. copy of a partnership agreement between the Claimant and Mr James;
  - c. bank statements of Your Telecoms and Your EV Charger.
2. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the Claimant by 25% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The Respondent shall pay the Claimant the following sums:

- (a) A basic award of **£4,282.50**.
- (b) A compensatory award of **£31,176.61** (this is the gross figure and includes the ACAS uplift).
- (c) Total: **£35,459.11**

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**Employment Judge Danvers**

**18 March 2024**

Judgment sent to the parties on:

09/4/2024

For the Tribunal:

N Gotecha

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

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