

EMPLOYMENT TRIBUNALS

On:

Claimant: Mr R Taylor

Respondent: Tevalis Ltd

Heard at: Hull

24 and 25 June 2024

Before: Employment Judge Miller Ms J Lee Mr M Brewer

Representation

Claimant:	In person
Respondent:	Mr Butcher – CFO

JUDGMENT

- 1. The complaint of harassment related to age is well-founded and succeeds.
- 2. The claimant unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 in respect of the grievance about harassment and it is just and equitable to decrease the compensatory award payable to the claimant by 5 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992
- 3. The respondent shall pay the claimant the following sums:
 - a. Compensation for injury to feelings **£4750** (which is inclusive of the reduction)
 - b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £372.71

- 4. The complaint of breach of contract is well founded and succeeds
- 5. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 in respect of the grievance about this claim and it is just and equitable to increase the compensatory award payable to the claimant by 15 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
- 6. The respondent shall pay the claimant the total gross sum of **£1247.67** (which is inclusive of the ACAS uplift)

Ian Míller

Employment Judge **Miller** Date 25 June 2024

<u>Notes</u>

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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