



EMPLOYMENT TRIBUNALS

Claimant: Mr Tony Wright

Respondent: R.H. Claydon Ltd

Remedy Hearing

Heard at: Bury St Edmunds by Video

On: 3 and 4 July 2024

Before: Employment Judge Boyes (Sitting Alone)

Representation

Claimant: In Person

Respondent: Mrs Rose Claydon, Director

JUDGMENT

- 1. The Claimant's claim of unfair dismissal is well founded. The claimant was unfairly dismissed.**
- 2. There is a reduction of 10% from the unfair dismissal compensatory award for contributory fault on the part of the Claimant.**
- 3. There is no *Polkey* reduction.**
- 4. There is an increase of 10% in the unfair dismissal compensatory award for failure to follow the ACAS code.**
- 5. The Claimant's claim of wrongful dismissal is well founded. The Claimant was wrongfully dismissed.**
- 6. On withdrawal, the Claimant's redundancy pay and holiday pay claims are dismissed.**

Employment Judge Boyes

Date: 10 June 2024

Judgment Sent to The Parties On
22 July 2024

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FOR EMPLOYMENT TRIBUNALS

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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.

If a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings. You can access the Direction and the accompanying Guidance here:

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