



EMPLOYMENT TRIBUNALS

Claimant: Mr Dullaghan

Respondent: Audley Court Limited

Heard at: Bristol (by CVP)

On: 9 August 2024

Before: Employment Judge Halliday
Mr Ghoti-Ravandi
Mr Sutton

REPRESENTATION:

Claimant: In person

Respondent: Ms Nicholls (Counsel)

JUDGMENT

1. The Respondent shall pay the Claimant the sum of **£15,309.30** as compensaiton in respect of his victimisation claim calculated as follows:
 - a. Compensation for injury to feelings of £12,000;
 - b. The Respondent unreasonably refused 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 by 15% in accordnace with s207A Trade Union and Labour Relations (Consolidation) Act 1992 increasing the award to £13,800.
 - c. Interest is payable on the award for injury to feelings (calculated at 8% for 499 days in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996) of £1509.30.
2. The Respondent shall pay the Claimant preparation costs in the sum of **£1,342.00..**

Employment Judge Halliday

Date: 9 August 2024

JUDGMENT SENT TO THE PARTIES ON

27 August 2024

Jade Lobb
FOR THE TRIBUNAL OFFICE

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

Judgments (apart from judgments under rule 52) 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.