



# EMPLOYMENT TRIBUNALS

## Claimant

## Respondent

Mr James Dunn

v Boots Opticians Professional Services  
Limited

**Heard at:** Cambridge (by CVP)

**On:** 6 February 2025

**Before:** Employment Judge Tynan

**Members:** Ms C Lloyd-Jennings and Ms C Smith

## Appearances

**For the Claimant:** Mr R Winspear, Counsel

**For the Respondent:** Mr B Frew, Counsel

## REMEDY JUDGMENT

1. The Respondent shall pay the Claimant a basic award of **£3,079.79** in respect of his unfair dismissal.
2. The Respondent shall pay the Claimant the sum of **£7,000** as compensation for injury to feelings as a result of discrimination, together with the further sum of **£1,532.71** by way of interest on that sum for the period 13 May 2022 to 6 February 2025 (999 days).
3. The Respondent shall pay the Claimant the sum of **£1,630.57** as compensation for financial losses (including loss of statutory employment rights) as a result of discrimination and unfair dismissal, together with the further sum of **£178.69** by way of interest on that sum for a period of 500 days, namely from the mid-point between 13 May 2022 and 6 February 2025.
4. The total award to the Claimant is therefore **£13,421.76**.

Approved:

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Employment Judge Tynan

Date: 6 February 2025

Sent to the parties on: 25 February 2025

For the Tribunal Office.

**Note**

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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Judgments and Reasons for the Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal Hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. 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, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>