



EMPLOYMENT TRIBUNALS

Claimant: Mr K Carr

Respondent: The Managing Committee of Castleford Bowling Club

Heard at Sheffield by CVP

ON: 10 February 2025

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: No attendance or representation

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The complaint of unfair dismissal is well founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums:
 - (1) A basic award in the sum of £514.80. (*This is calculated upon the basis of the claimant's average gross weekly wage of £171.60 multiplied by two (the claimant having worked for the respondent for two complete years) and then multiplied by the age factor of 1.5).*
 - (2) A compensatory award in the sum of £1,153.12. (This is an amount equivalent to eight week's net pay as the claimant would have been dismissed in any case in early August 2024 when the respondent ceased to trade).
 - (3) An uplift on the compensatory award of £230.62 (that being a 20% uplift to reflect the respondent's failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures).
3. The total award of £1,898.54 shall be paid by the respondent to the claimant by **24 February 2025**.

Approved by Employment Judge Brain

Date: 14/4/25

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.

Public access to employment tribunal decisions

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.

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 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, and accompanying Guidance, which can be found here:

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