



EMPLOYMENT TRIBUNALS

Claimant: Mr G Leigh-Gilchrist

Respondent: Nailsea Social Club

Heard at: Bristol Employment Tribunal

On: 27 to 29 May 2025

Before: Employment Judge J Bax

Representation

Claimant: Mr G Leigh-Gilchrist (in person)

Respondent: Mr N Henry (consultant)

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The claim of automatically unfair dismissal for making a protected disclosure is dismissed.
3. The claims for notice and holiday pay are dismissed upon their withdrawal by the Claimant.
4. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support) Regulations 1996 do not apply in this case.

REMEDY

1. The Respondent is ordered to pay the Claimant £7,751.21 in respect of his claim of unfair dismissal.

The Claimant's award for unfair dismissal is broken down as follows:

Basic Award (including the 10% reduction for contributory fault): £2,089.80

Compensatory Award

Past losses

Past Loss of earnings from 25 July 2024 to 29 May 2025:	£16,278.60
Less 80% Polkey reduction:	<u>-£13,022.88</u>
	£3,255.72

Uplift for failing to follow the ACAS Code of Practice on Disciplinary And Grievance Procedures 2015 assessed at 10%	£325.57
--	---------

Less 10% reduction for contributory fault	<u>-358.13</u>
---	----------------

Total past losses	£3,223.16
--------------------------	------------------

Future Losses

Future loss of earnings:	£11,814.40
Loss of statutory rights	<u>£500.00</u>
	£12,314.40

Less 80% Polkey reduction:	<u>-£9,851.52</u>
	£2,462.88

Uplift for failing to follow the ACAS Code of Practice on Disciplinary And Grievance Procedures 2015 assessed at 10%	£246.29
--	---------

Less 10% reduction for contributory fault	<u>-£270.92</u>
---	-----------------

Total future losses	£2,438.25
----------------------------	------------------

Total compensatory award	£5661.41
---------------------------------	-----------------

Employment Judge J Bax
Date **29 May 2025**

JUDGMENT SENT TO THE PARTIES ON
13 June 2025 By Mr J McCormick

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.