



EMPLOYMENT TRIBUNALS

Claimant: Mr A Lloyd-Penny

Respondent: Automobile Association Developments Limited

Heard at: Watford Employment Tribunal
(in public; in person)

On: 21 March 2025, 14 and 15 July 2025

Before: Employment Judge Quill; Mr D Bean; Mr D Sagar

Appearances

For the Claimant: Mrs A Lloyd-Penny, Family Member

For the Respondent: Ms K Anderson, counsel

JUDGMENT

1. The overall sum which the Respondent is ordered to pay to the Claimant is £24,111.68 which is broken down as follows.
2. There is no component for grossing up based on our assessment that there will be no tax payable. If we are wrong about that, and HMRC decide that tax is payable, there can be an application for reconsideration.
3. We do not award aggravated damages, and we are not satisfied that the Claimant has suffered a personal injury as a result of the contraventions of the Equality Act 2010 ("EQA") which we found to have occurred.
4. The Claimant has failed to act reasonably to mitigate his financial losses. Had he acted reasonably to mitigate those losses then he would have been able to start work in a new job, with pay, pension and other benefits matching those he had from the Respondent within 6 months of the date of termination.
5. We assess the financial loss at £8138.28.
6. We award interest on financial loss of £1,113.05.
7. We assess the injury to feelings at £11,000.

8. We award interest on injury to feelings of £1,668.38.
9. There is an uplift of 10% for unreasonable failure to comply with ACAS Code (section 207A Trade Union and Labour Relations (Consolidation) Act 1992
10. We make two recommendations:
 - 10.1. For a period of two years from today, whenever the Respondent advertises Recovery Patrols vacancies, it should send a copy of the advert by email to the Claimant within 7 days of first publication.
 - 10.2. For a period of two years from today, whenever the Respondent receives a reference request relating to the Claimant from a prospective employer, it must send a response to the requester within 7 days. We make no recommendation as to the contents of the reference.

Employment Judge Quill

Date: 18 July 2025

JUDGMENT SENT TO THE PARTIES ON

27 August 2025

FOR THE TRIBUNAL OFFICE

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