



EMPLOYMENT TRIBUNALS

Claimant: Mr A Ifrim

Respondent: T5 Operating Company Limited

Heard at: Watford (via CVP)

On: 8TH – 10TH September 2025

Before: Employment Judge David Hughes

Representation

Claimant: In person

Respondent: Rosa Thomas, counsel

JUDGMENT

1. The Claimant's claim for unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. The Tribunal is unable to say that there is any percentage chance that the Claimant would have been dismissed in any event.
3. The Respondent unreasonably failed 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 payable to the claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. The Claimant did not cause or contribute to his dismissal by blameworthy conduct.
5. It is not just and equitable to reduce the basic award payable to the Claimant because of any conduct before dismissal.
6. The Claimant's claim for breach of contract in relation to notice pay is well-founded.
7. The Claimant's claim for direct race discrimination is not well-founded and is dismissed.

8. The Claimant's complaint of victimization is not well-founded and is dismissed.
9. The Respondent is ordered to pay the Claimant the following compensation:
 - (a) Basic award £3,215;
 - (b) Compensatory award £5,066.81
 - (c) 10% uplift of compensatory award for breach for ACAS Code £506.68

Total compensation payable to the Claimant £8,788.49

Approved

Employment Judge Hughes

Date 10.09.2025

JUDGMENT & REASONS SENT TO THE PARTIES ON
22 September 2025

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FOR THE TRIBUNAL OFFICE

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.