



EMPLOYMENT TRIBUNALS

Claimant: Mr L Maguire

Respondent: West Midlands Accident Repairs Limited

Heard: by CVP in Birmingham

On: 22nd September 2025

Before: Employment Judge Codd

Appearances

For the Claimant: In person

For the Respondent: Mr Farooq instructed by Peninsula

JUDGMENT

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by **100%**.
3. The respondent shall pay the claimant the following sums:
 - a. A basic award of **£2376**.

Notice Pay

4. The complaint of breach of contract in relation to notice pay is well-founded.
5. The respondent shall pay the claimant **£816** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

Approved By;

Employment Judge Codd

22.09.25

Note

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.