



EMPLOYMENT TRIBUNALS

Claimant: Mr Beaumont

Respondent: JW Distillers Ltd

Heard at: CVP Remote Hearing, Bristol Employment Tribunal

On: 15th and 16th September 2025

Before: Employment Judge Lambert

Appearances:

For the Claimant: in person

For the Respondent: Dr Walters, Director

JUDGMENT

1. The Claimant's complaints of unfair dismissal succeed.
2. The Claimant is entitled to receive the following payments:

Basic Award

2. The Basic Award was calculated as $\pounds 3,461.52$ (6.0 multiplier x $\pounds 576.92$). This was subject to a contributory conduct contribution of 15%. The Claimant is entitled to receive $\pounds 3,461.52 \times 0.85 = \pounds 2,942.29$.

Compensatory Award

3. The Claimant was entitled to compensation from the date of dismissal until April 2025, a period of 22 weeks. This amounted to $\pounds 10,628.20$, less earnings of $\pounds 460.00 = \pounds 10,168.20$
4. This was subject to an increase of 25% for unreasonable failure to comply with ACAS Code: $\pounds 12,710.25$ and finally applying a contributory conduct reduction of 15% = $\pounds 10,803.71$.

5. The Claimant is entitled to receive:

Award	Adjustment	Total
Basic Award	<p>The Basic Award was calculated as <u>£3,461.52</u> (6.0 multiplier x £576.02).</p> <p>This was subject to a contributory contribution of 15%.</p> <p>The Claimant is entitled to receive £3,461.52 * 0.85 = <u>£2,942.29</u>.</p>	<u>£2,942.29</u>
Compensatory Award	<p>22 weeks @£483.10 (net) = £10,628.20</p> <p>less £460 = <u>£10,168.20</u>.</p>	
Failure to comply with ACAS Code, increase of 25%	£10,168.20 increased by 25% = <u>£12,710.25</u>	
Contributory conduct reduction of 10%	£12,710.25 @ 15% reduction = <u>£1,906.54</u>	<u>£10,803.71</u>
Total Award	Basic + Compensatory	£13,746.00

Employment Judge Lambert
Date: 16th September 2025

JUDGMENT SENT TO THE PARTIES ON
25 September 2025

FOR THE TRIBUNAL OFFICE

Notes

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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.