



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr S Hammersley

**Respondent:** Joseph Holt Limited

**HELD AT:** Manchester (remotely by video) **ON:** 14, 15 and 18 August 2025

**BEFORE:** Judge C Cowx sitting as a panel with  
Ms B Robinson & Mr A Egerton

## REPRESENTATION:

**Claimant:** Mr S Hammersley represented himself

**Respondent:** Mr I Pettifer, Solicitor

# JUDGMENT ON LIABILITY & REMEDY

1. The claimant's claim of discrimination arising out of disability contrary to Section 15 of the Equality Act 2010 was well founded and succeeds.
2. The respondent is ordered to pay the claimant the sum of **£1,015.95** as compensation for loss of earnings from 3 December 2023 to 16 January 2024.
3. The respondent is ordered to pay the claimant the sum of **£6,500** in damages for injury to feelings.
4. The respondent is ordered to pay the claimant the sum of **£82.41** as interest on the award of compensation for loss of earnings from 3 December 2023 to 16 January 2024.
5. The respondent is ordered to pay the claimant the sum of **£978.12** as interest on the award for injury to feelings.

6. The total amount awarded to the claimant and to be paid by the respondent is therefore **£8,576.48**.

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Judge Cowx

19 August 2025

JUDGMENT SENT TO THE PARTIES ON

1 October 2025

FOR THE TRIBUNAL OFFICE

Notes

1. 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.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2401545/2024**

Name of case: **Mr S Hammersley** v **Joseph Holt Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 1 October 2025

**the calculation day** in this case is: 2 October 2025

**the stipulated rate of interest** is: 8% per annum.

For the Employment Tribunal Office