



EMPLOYMENT TRIBUNALS

Claimant: Mr P Western

Respondent: Cheshire Curtainsiders Ltd

Heard at: Birmingham

On: 25 & 26 September 2025

Before: Employment Judge McGough (sitting alone)

Representation:

Claimant: Mr Austen (Counsel)

Respondent: Ms Neal (Consultant)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. 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 25% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. 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 25%.
4. It is just and equitable to reduce the basic award payable to the Claimant by 25% because of the Claimant's conduct before the dismissal.
5. The Respondent shall pay the claimant the following sums:
 - (a) A basic award of **£3,937.50**;
 - (b) A compensatory award of **£38,467.52**.

Note that these are actual the sums payable to the Claimant after any deductions or uplifts have been applied.

6. The Claimant was not in receipt of Job Seeker's Allowance, income related Employment and Support Allowance, Income Support or Universal Credit, therefore the Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Approved by:
Employment Judge McGough
2 October 2025

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.

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