



EMPLOYMENT TRIBUNALS

Claimant: Mr Richard Tyler

Respondents: (1) BeDigital UK Ltd (2) Mr Paul Matthews (3) Mr Gareth Davies

Heard at: Cardiff Employment Tribunal, in public, by video-link
On: 12 November 2025

Before: Employment Judge E Macdonald

Representation

Claimant: Mr Crozier of Counsel

Respondents: Mr Pincott of Counsel (for all three Respondents)

JUDGMENT

1. The Claimant's application dated 14 April 2025 for costs pursuant to r 74(2)(a) of the Employment Tribunal Rules of Procedure 2024 succeeds in part.
2. The Respondents are ordered to pay the Claimant the sum of **£16,161.14 inclusive of VAT** in respect of the Claimant's costs incurred in advancing his assertion of disability from 8 November 2024 (inclusive) onwards, including costs of and associated with the Preliminary Hearing which took place on 20 December 2024, and in making the application for costs dated 14 April 2025.

Approved by:

Employment Judge E Macdonald

13 November 2025

JUDGMENT SENT TO THE PARTIES
ON
13 November 2025

Kacey O'Brien
FOR THE TRIBUNAL OFFICE

Notes

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings and accompanying Guidance, which can be found here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/