



EMPLOYMENT TRIBUNALS

Claimant: Mr J Minns

Respondent: Carafax Ltd

Heard at: Hull **On:** 11-13 November 2025

Before: Employment Judge Maidment

Representation

Claimant: In person

Respondent: Mr J Boyd, Counsel

JUDGMENT

1. The claimant's complaint of unfair dismissal is well founded and succeeds.
2. As compensation for unfair dismissal, the respondent is ordered to pay to the claimant the total sum of £2,200.23, comprising of a basic award of £921 and a compensatory award of £1279.23 (both having been reduced by a factor of 70% to reflect the claimant's conduct prior to dismissal).
3. The claimant's complaints of discrimination arising from disability and disability related harassment fail and are dismissed.

Employment Judge Maidment

Date 14 November 2025

JUDGMENT SENT TO THE PARTIES ON

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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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>