



EMPLOYMENT TRIBUNALS

Claimant: Mr. B. Wotherspoon

Respondent: Altru Fundraising Limited

Heard at: Newcastle upon Tyne Employment Tribunal

On 01 and 02 December 2025

Before: Employment Judge T.R. Smith.

Representation

Claimant: Ms. Margetts (counsel)

Respondent: Mr. Hancock (consultant)

JUDGMENT

1. When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars. There are no exceptional circumstances that make an award of an amount equal to two weeks' gross pay unjust or inequitable. It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£1260**.

2. The respondent shall pay to the claimant the sum of **£26,200** as damages for injury to feelings and personal injury.
3. Pursuant to the Industrial Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 the respondent shall, in addition pay the claimant interest in the sum of **£3858.93**.
4. The respondents claim of aggravated damages is not well founded and is dismissed.
5. The claimant's application for costs is not well founded and is dismissed

Employment Judge T.R.Smith

Date 02 December 2025

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 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/>