



EMPLOYMENT TRIBUNALS

Claimant: Mr S Russell-Smith

Respondent: Juice Creative Design Limited

Heard at: Leicester

On: 27 November 2025

Before: Employment Judge Welch (sitting alone with the consent of the parties)

REPRESENTATION:

Claimant: Mr N Russell-Smith, his brother

Respondent: Ms L Bairstow (Counsel)

REMEDY JUDGMENT

The judgment of the Tribunal is as follows:

Unfair dismissal (constructive)

1. The respondent shall pay the claimant the following agreed sums:

(a) A basic award of **£6,751.00**.

(b) A compensatory award of **£8,872.00.00**.

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

2. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Failure to make reasonable adjustments for disability

3. The respondent shall pay the claimant the following sums:

- a. Compensation for injury to feelings: **£20,000.00**;
- b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£4,234.52**.

Approved by:

Employment Judge Welch

Dated: 27 November 2025

Sent to the parties on

...30 December 2025.....

For the Employment Tribunal

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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/