



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr M Midgley

**Respondent:** Northern Radiators Ltd

**Heard at:** Leeds (by video) **On:** 29 January 2026

**Before:** Employment Judge Bright

## **Representation**

**Claimant:** In person

**Respondent:** Miss Deri (Director)

# JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a no chance that the claimant would have been fairly dismissed in any event. The claimant did not cause or contribute to the dismissal by blameworthy conduct. No reduction in compensation is made.
3. 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.
4. The respondent shall pay the claimant the following sums:
  - 4.1. A basic award of **£13,941.38** and
  - 4.2. A compensatory award of **£3,801.65** (which includes £760.33 ACAS uplift).
5. Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

6. The Employment Protection (Recoument of Benefits) Regulations 1996 do not apply

Approved by:

**Employment Judge Bright**

**29 January 2026**

JUDGMENT SENT TO THE PARTIES ON

02 February 2026

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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)