



EMPLOYMENT TRIBUNALS

Claimant: Mr P Arthy

Respondent: ARC Group London Ltd

Heard at: Watford Employment Tribunal

On: 2 & 3 March 2026

Before: Employment Judge Arullendran

REPRESENTATION:

Claimant: In person

Respondent: Mr Christopher Langbridge (director)

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The title of the respondent is amended to ARC Group London Limited.
2. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The respondent shall pay the claimant the following sums:

(a) A basic award of **£2,100.00**.

(b) A compensatory award of **£7,187.35**.

Total = **£9287.35**

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

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

Approved by:

Employment Judge Arullendran

3 March 2026

Judgment sent to the parties on:

26 March 2026

For the Tribunal:

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