



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr J Evans

V Evolution Home & Leisure Limited

Heard at: Birmingham

On: 30 April 2026

Before: Employment Judge Robin Broughton

Appearances:

For Claimant: in person

Respondent: Ms R Owen, HR Director (of group company)
Limited appearance rights due to no valid ET3

JUDGMENT

The claimant was unfairly dismissed.

He is awarded the following:

Basic Award

(3 weeks @ £391.27) £ 1173.82

Compensatory award

(22 weeks @ £391.27) £ 8607.94

Loss of statutory rights £ 500.00

Less: Prescribed element £ (1991.00)

Amount payable to the claimant £ 7116.94

Total payable to the claimant £8290.76

Prescribed period

21 October 2024 – 14 March 2025

Prescribed element potentially payable to DWP £1991.00

Employment Judge Broughton

Date: 1 May 2026

Sent to the parties on:

5 May 2026

For the Tribunal Office

Curtis Burr

Note:

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.