



EMPLOYMENT TRIBUNALS

Claimant: Christopher Alexander

Respondent: Hexagon Housing Association

Heard at: London South (in public by video) **On:** 15 May 2026

Before: Employment Judge N Wilson
C Edwards (non legal member)
J Clewlow (non legal member)

Appearances

For the claimant: Mr Alexander (in person)
For the respondent: Mr T Wood (counsel)

REMEDY JUDGMENT

1. The respondent is Ordered to pay the claimant the sum of **£2506.85** within 14 days of the date this Judgment is sent to the parties. These are the actual sums payable after any deductions and uplifts have been applied.
2. 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 20% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

Breakdown of award

3. Today's hearing is listed to deal with remedy following a trial which took place on 6 – 13 October 2025
4. Judgment was given for the claimant in relation to the complaint of unfair dismissal under the Employment Rights Act 1996.
5. Full oral reasons were given for the Remedy Judgment at today's hearing after hearing evidence, and a breakdown of the award is set out below. **NOTE:** A calculation error occurred during the hearing and the below reflects the correct breakdown of the award following our findings of fact (in the hearing in error the loss of statutory rights was omitted from the ACAS uplift calculation).
6. The ACAS uplift is applied to the compensatory award before any deduction for Polkey.

7. Basic Award	<u>£2921.36</u>
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8. Compensatory award

- | | |
|---|------------------------|
| i. Loss of earnings from date of dismissal | £0 |
| ii. Loss of employer pension contributions for 19 months
Based on £84.40 per month | <u>£1603.60</u> |
| iii. Psychological assessment | £0 |
| iv. Travel expenses | £0 |

9. Loss of statutory rights	<u>£500</u>
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10. ACAS uplift (20%) to compensatory award	<u>£420.72</u>
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11. Deductions

- | | |
|-----------------------|-----|
| a. Contributory fault | 0 |
| b. Polkey | 60% |

12. Interest

- | | |
|------------------------------|----------------------|
| a. 8% per interest per annum | <u>£76.15</u> |
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Public access to employment tribunal decisions

All judgments and written reasons for the judgments (if provided) are published in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Employment Judge N Wilson
Dated: 15th May 2026

Sent to the parties on:
27th May 2026

For the Tribunal Office