



EMPLOYMENT TRIBUNALS

Claimant: Mr D Bovekamp v Cawsburger Ltd

Respondent: Cawsburger Ltd

Heard at: Norwich Employment Tribunal (in public; by CVP)

On: 5, 6 and 7 May 2026

Before: Employment Judge Gordon Walker (sitting alone)

Appearances

For the claimant: represented himself

For the respondent: Mr I Aimufua, CILEX

JUDGMENT

1. The claim of direct age discrimination (section 13 and section 39(2)(d) Equality Act 2010) at paragraph 2.2.2 of the agreed list of issues is well founded. The claim was presented within a just and equitable period within the meaning of section 123(2)(b) Equality Act 2010.
2. The respondent must pay to the claimant within 28 days of the date of this order the sum of £2,625, made up as follows:
 - a. Injury to feelings: £2000
 - b. Unreasonable failure to comply with ACAS code of practice 10% uplift = £200
 - c. Interest thereon from date of discrimination at 8% = £425
3. All other claims (direct age and race discrimination, harassment related to age and race, victimisation, unauthorised deductions from wages, and breach of contract) are not well founded and are dismissed.

Case No: 6008805/2024

Approved by:

Employment Judge Gordon Walker

Date: 7 May 2026

JUDGMENT SENT TO THE PARTIES ON
7 June 2026

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FOR THE TRIBUNAL OFFICE

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Judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

If there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.