



EMPLOYMENT TRIBUNALS

Claimant: Mr M Miller

Respondent: (1) Designworks Windsor Limited
(2) Designworks 2 Limited

Heard at: Watford (by CVP) **On:** 8 May 2026

Before: Employment Judge Cowen

Appearances

For the claimant: Ms Grossman (counsel)
For the respondent: Mr Brockley (counsel)

JUDGMENT

For the reasons given in a summary oral Judgment on 8 May 2026:

1. The Respondent shall pay the Claimant £91, 929 in compensation for unfair dismissal, comprising of;
 - a. £90,000 in compensatory award
 - b. £1,929 in basic award

Approved by

Employment Judge Cowen

16 June 2026

JUDGMENT SENT TO THE PARTIES ON
24 June 2026

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FOR THE TRIBUNAL OFFICE

Notes

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. Written summary reasons are not 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 summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

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/