



EMPLOYMENT TRIBUNALS

Claimant Mr. S. Cartledge

Respondent Bright HR Limited

Heard at: Manchester (partly by CVP)

On: 11 – 15 May 2026

Before: Judge Callan (sitting alone)

Representation

For the Claimant: In person

For the Respondent: Mr. A. Farooq, legal consultant

JUDGMENT ON LIABILITY AND REMEDY

1. The Respondent dismissed the Claimant on 22 April 2024 in accordance with section 95(1)(a) of the Employment Rights Act 1996 (ERA) and his claim that he was unfairly dismissed under section 94 ERA is well-founded.

2. The Claimant's employment would have ended on 7 June 2024 in any event and his compensation is reduced in accordance with section 123 (1) ERA so that his losses end on that date.

3. The Claimant was not a disabled person within the meaning of section 6 of the Equality Act 2010 (EqA 2010) and in consequence, his claim of unlawful direct disability discrimination contrary to section 13 EqA 2010 is not well-founded and is dismissed.

4. The Claimant's claims for unpaid notice pay and unpaid commission were considered under the compensatory award for unfair dismissal.

5. The Respondent is liable to pay the Claimant the following sums:

Basic award: £8,826.91

Compensatory award including unpaid commission which would have been paid but for the unfair dismissal section 123(2)(b) ERA applied: £6,507.28

Total: £15,334.19

6. The Employment Protection (Recoupment of Jobseeker's Allowance and Income Support Regulations 1996 do not apply to any part of the compensatory award.

Judge Callan

Dated 15 May 2026

Sent to the parties on:

29 June 2026

For the Tribunals Office

Note

Written reasons for the judgment will not be provided unless a request is made by either party within 14 days of the sending of this written record of the decision. If written reasons are requested they will be placed on line.

Public access to employment tribunal decisions

Judgments and reasons for the 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6008036/2024**

Name of case: **Mr S Cartledge** v **Bright HR Limited**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 29 June 2026

the calculation day in this case is: 30 June 2026

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office