



# EMPLOYMENT TRIBUNALS

**Claimant:** R CRADDOCK

**Respondent:** C A EDUCO LIMITED

**Heard at:** Watford Employment Tribunal (in person)

**On:** 22 May 2026

**Before:** Employment Judge Din, D Sagar, and S Woodward

## Representation

**Claimant:** Representing himself

**Respondent:** S Overs, Croner

# REMEDY JUDGMENT

1. Following a judgment by the Employment Tribunal dated 18 November 2025 in which it was stated that the amounts payable by the Respondent was to be assessed, a remedy hearing took place on 22 May 2026.
2. The Respondent shall pay the Claimant the following sums:
  - a. Compensation for injury to feelings of £15,000, with an uplift of 5% for a failure by the employer to comply with the ACAS code of practice on disciplinary and grievance procedures: **£15,750** (15,000 + 5%);
  - b. Interest on compensation for injury to feelings in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 from 20 June 2023 to 22 May 2026: **£3,683.34** ( $1,067 \times 0.08 \times 1/365 \times 15,750$ );
  - c. Aggravated damages of £1,000, with an uplift of 5% for a failure by the employer to comply with the ACAS code of practice on disciplinary procedures: **£1,050** (1,000 + 5%);
  - d. Interest on aggravated damages: **£122.78** ( $((1,067 / 2) \times 0.08 \times 1/365 \times 1,050)$ );
  - e. Holiday pay: **£1,153.85** ( $(30,000 / 52) \times 2$  weeks). The Claimant is

responsible for paying any tax or National Insurance;

- f. Interest for delayed payment of holiday pay from 12 September 2023:  
**£124.30**  $((983 / 2) \times 0.08 \times 1/365 \times 1,153.85)$ .

3. No award is made in relation to personal injury.
4. No award is made in relation to the Claimant's attendance at the liability hearing.

Approved by:

**Employment Judge Din**

5 June 2026

JUDGMENT SENT TO THE PARTIES  
ON

30 June 2026

FOR THE TRIBUNAL OFFICE

### Notes

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)