



EMPLOYMENT TRIBUNALS

Claimant: Stanley I Dowling
Respondent: Yo! Sushi UK Limited
Heard at: Nottingham
On: 17, 18, 19, 20 November 2025 and 9, 10, 11 February 2026
Before: Employment Judge McTigue
Mr K Libetta
Mrs J Bonser

Representation

Claimant: In person
Respondent: Ms Shankar, Legal Executive

JUDGMENT

1. The complaint of unfair dismissal is well founded and succeeds.
2. The complaint of direct sex discrimination is well founded and succeeds.
3. The respondent is ordered to pay the claimant the sum of **£32593.65** in compensation. That figure is calculated as follows:

1. Details

Date started employment	14/03/2022
Effective Date of Termination	11/04/2024
Remedy hearing date	11/02/2026
Date by which employer should no longer be liable	11/04/2025
Net weekly pay at EDT	614.42
Gross weekly pay at EDT	796.32

2. Basic award

Basic award	1,400.00
Number of qualifying weeks (2) x Gross weekly pay (700.00)	
Less contributory fault (basic award) @ 0%	0.00
Total basic award	1,400.00

3. Compensatory award (immediate loss)

Loss of net earnings	32,011.28
Number of weeks (52.1) x Net weekly pay (614.42)	
Plus loss of statutory rights	500.00
Less payment in lieu	-3,200.00
Plus loss of pension	1,152.00
Less sums obtained, or should have been obtained, through mitigation	-15,462.39
<i>Earnings</i>	<i>15,462.39</i>
<i>Living The Bream (12/04/2024 to 01/03/2025)</i>	<i>1,236.46</i>
<i>Trespass (01/07/2024 to 15/10/2024)</i>	<i>5961.93</i>
<i>Pulse Associates (01/10/2024 to 11/04/2025)</i>	<i>8264</i>

Total compensation (immediate loss)	15000.89
--	-----------------

4. Adjustments to total compensatory award

Less Polkey deduction @ 0%	0.00
Plus failure by employer to follow statutory procedures @ 10%	1500.09
Plus interest (compensation award) @ 8% for 351 days	1154.04

Compensatory award before adjustments	15000.89
--	-----------------

Total adjustments to the compensatory award	2654.13
--	----------------

Compensatory award after adjustments	17,655.02
---	------------------

5. Non financial losses

Injury to feelings	10,000.00
Plus interest @ 8% for 702 days	1,538.63
Aggravated damages	2,000.00

Total non-financial award	13,538.63
----------------------------------	------------------

6. Summary totals

Basic award	1,400.00
Compensation award including statutory rights	17655.02
Non-financial loss	13,538.63

<u>Total</u>	<u>£32593.65</u>
---------------------	-------------------------

Approved by:

Employment Judge McTigue

11 February 2026

JUDGMENT SENT TO THE PARTIES ON

.....09 March 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/