



EMPLOYMENT TRIBUNALS

Claimant: Christopher Alexander

Respondent: Hexagon Housing Association

Heard at: London South (in public by video) **On:** 15 May 2026

Before: Employment Judge N Wilson
C Edwards (non legal member)
J Clewlow (non legal member)

Appearances

For the claimant: Mr Alexander (in person)
For the respondent: Mr T Wood (counsel)

REMEDY JUDGMENT

Varying the Remedy Judgment dated 15 May 2026 pursuant to Rule 68 Employment Tribunal Rules of Procedure 2024

1. The respondent is Ordered to pay the claimant the sum of **£5162.79** within 14 days of the date the claimant provides the respondent with his bank details to effect payment. These are the actual sums payable after any deductions and uplifts have been applied.
2. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015, and it is just and equitable to increase the compensatory award payable to the claimant by 20% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

Breakdown of award

3. Today's hearing is listed to deal with remedy following a trial which took place on 6 – 13 October 2025
4. Judgment was given for the claimant in relation to the complaint of unfair dismissal under the Employment Rights Act 1996.
5. Full oral reasons were given for the Remedy Judgment at today's hearing after hearing evidence, and a breakdown of the award is set out below. **NOTE: A calculation error occurred during the hearing and in the Remedy Judgment dated 15 May 2026 and this Judgment accordingly corrects that error.**
6. The Polkey deduction is applied to the compensatory award only. Polkey is applied first before the ACAS uplift is then applied.
7. **Basic Award** **£2921.36**
8. **Compensatory award**
 - i. Loss of earnings from date of dismissal **£0**
 - ii. Loss of employer pension contributions for 19 months
Based on £84.40 per month **£1603.60**
 - iii. Psychological assessment **£0**
 - iv. Travel expenses **£0**
 - v. Loss of statutory rights **£500**
9. **ACAS uplift (20%)**

Applied to compensatory award after Polkey deduction **£168.28**
10. **Deductions**
 - a. Contributory fault **0**
 - b. Polkey (applied to compensatory award only) **60%**
11. **Total award** after deductions plus uplift **£3931.08**
12. **Interest**
 - a. 8% per interest per annum **£1231.71**

Public access to employment tribunal decisions

All judgments and written reasons for the judgments (if provided) are published in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

**Employment Judge N
Wilson
Dated: 13 August 2026**

Sent to the parties on:
13 August 2026

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For the Tribunal Office:

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