EMPLOYMENT TRIBUNALS

Claimant: **Mr Christopher Tuckley**

Respondent: **Haughton Hall Ltd**

Heard at: Birmingham, by CVP

On: 13 October 2026

Before: Employment Judge Coghlin KC

Appearances
For the claimant: Miss Carol O'Connor, lay representative
For the respondent: No appearance or representation

JUDGMENT

1. The claimant's complaint of disability discrimination is well-founded and succeeds.

2. The respondent shall pay the following amounts to the claimant by way of remedy:

    a. Basic award for unfair dismissal: **£2,942.33**.[1]

    b. Compensation for disability discrimination:
        i. Past financial loss: **£13,705.86**;
        ii. Injury to feelings: **£15,000**.

    c. Interest on awards for disability discrimination:[2]
        i. Past financial loss: **£979.31**;[3]

[1] The basis of the calculation being as follows: the claimant was employed from 29 November 2021 until 30 November 2024. He was born on 6 January 1976. His weekly gross pay was £653.85.
[2] Pursuant to the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996, applying a rate of 8% per annum.
[3] Taking the date of discrimination for these purposes as 31 December 2024, being the date when financial losses began. The period from then to today is 653 days. The mid-point is 326 days. £13,705.86 x 8% x 326/365 = £979.31.

ii. Injury to feelings: **£2,248.77**.[4]
iii. Total interest: **£3,228.08**.

d. Damages for breach of contract (failure to pay notice pay): **£333.30**. This is a net sum and shall be paid without deduction for tax or national insurance.

e. Unpaid holiday pay: **£1,033.76** gross, which shall be paid subject to any necessary deductions for tax and national insurance contributions.

f. Unpaid wages: **£132.60** gross, which shall be paid subject to any necessary deductions for tax and national insurance contributions.

Note: Reasons for this judgment were given orally during the hearing. Written reasons will not be provided unless a party makes a request in writing for written reasons within 14 days of the date when this judgment is sent to the parties.

Other useful information

1. All judgments 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 parties.

2. There is more information about the Employment Tribunals on the judiciary website. In particular, you may wish to read the information under the headings "Before the hearing", "At the hearing", "Rules, Orders, Practice Directions and Guidance", "Sources of advice and support" and "Further information". The website is here: Employment Tribunals (England and Wales) - Courts and Tribunals Judiciary

3. The Employment Tribunals Rules of Procedure are here: *https://www.gov.uk/government/publications/employment-tribunal-procedure-rules*

4. You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: *https://www.gov.uk/appeal-employment-appeal-tribunal*

5. 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. You can access the Direction and the accompanying Guidance here: Practice Directions and Guidance for Employment Tribunals (England and Wales) - Courts and Tribunals Judiciary

[4] Using the date of 30 November 2024 as the date of the act of discrimination. From then to today is a period of 684 days. £15,000 × 8% × 684/365 = £2,248.77.

Employment Judge Coghlin KC
14 October 2026

Sent to Parties on

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