



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

Mr Y Gurung

(1) Secured Guarding Ltd (in
voluntary liquidation)
(2) Mr J Hughes

Heard at: London Central

On: 5 – 7 June 2017

Before: Employment Judge D A Pearl
Mrs D Olulode
Ms J Collins

Representations

For the Claimant: In person

For the Respondents: Neither appears nor is represented

JUDGMENT AS TO LIABILITY

The unanimous judgment of the Tribunal is that:

- 1** The claims of unfair dismissal and wrongful dismissal succeed against the First Respondent.
- 2** The claim of victimisation in respect of the dismissal succeeds against the First and Second Respondents.
- 3** The claim of disability harassment succeeds against the First Respondent as to remarks made by Mr Thomas and Mr Yeboah.
- 4** The claim of disability harassment succeeds against the First and Second Respondents in respect of remarks made by Mr Hughes.
- 5** All other claims of direct discrimination, harassment and victimisation, or otherwise, fail and are dismissed.

REMEDY JUDGMENT

Unfair dismissal

1 The First Respondent shall pay to the Claimant a basic award of £4,005.00.

2 The Recoupment Regulations do not apply to this award as there is no compensatory award made.

Equality Act 2010

3 The First and Second Respondents shall pay to the Claimant compensation for financial loss arising from victimisation in the total sum of £10,999.29 (inclusive of £557.29 interest).

4 The First and Second Respondents shall further pay to the Claimant compensation for injury to feelings for victimisation in the sum of £6,000.

5 The First Respondent shall pay to the Claimant compensation for injury to feelings for harassment in the sum of £1,500.00 and a further sum of interest of £312.66.

6 The First and Second Respondents shall pay compensation for injury to feelings for harassment in the sum of £1,500.00 and a further sum of interest of £317.92.

Employment Judge Pearl
7 June 2017

NOTE

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.