



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr V Demuth

**Respondent:** Done Bros T/a BetFred

**Heard at:** Birmingham Employment Tribunal (Hybrid Hearing)

**On:** 01 September 2020 to 03 September 2020

**Before:** Employment Judge Mark Butler  
Mrs I fox  
Ms L Wilkinson

## Representation

Claimant: In Person

Respondent: Ms S Murphy

# JUDGMENT

1. It is the unanimous decision of this tribunal that:
  - a. The claimant has been unfairly dismissed.
  - b. A *Polkey* reduction of 90% will apply
  - c. The claim for direct age discrimination does not succeed, and is dismissed.
2. The claimant is awarded the net sum of £3,761.88 in remedy.
3. The claimant has not received any benefits during his period of employment. No recoupment issues arise.

Employment Judge **Mark Butler**

Date\_\_03 September 2020\_\_