



EMPLOYMENT TRIBUNALS

Claimant: Mr J Martin
Respondent: Golden Gecko Climbing Limited
Held at Bristol (by Video Hearing Platform) **ON** 21 July 2021
EMPLOYMENT JUDGE K Halliday

Representation

For the Claimant: In person

For the Respondent: Mr Niblett, business owner and manager

JUDGMENT

1. The Claimant's complaint for breach of contract succeeds and the respondent is ordered to pay the gross sum of £1,573.29
2. The Claimant's complaint of unfair dismissal succeeds.
3. There is a 50% chance that the claimant would have been made redundant had a fair procedure been adopted.
4. No adjustment is ordered under section 207A(2) of the Trade Union and Labour Relations Consolidation Act 1992 for the failure by either party to follow the ACAS Code on Disciplinary and Grievance Procedures.
5. The claimant having been paid a redundancy payment the basic award is £0
6. The respondent is ordered to pay a compensatory award of £6,394.37.

Employment Judge K Halliday
Date: 21 July 2021

Sent to the Parties: 26 July 2021

FOR THE TRIBUNAL OFFICE

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