



EMPLOYMENT TRIBUNALS

Claimant: Mr B Cuthbert

Respondent: Grange Management Holdings Limited

Heard at: East London Hearing Centre (by Cloud Video Platform)

On: 29 & 30 April 2021

Before: Employment Judge S Knight

Representation

Claimant: Rhys Johns (Queens Square Chambers, Bristol)

Respondent: Stuart Sanders (Littleton Chambers)

JUDGMENT

1. The Respondent unfairly dismissed the Claimant.
2. The Respondent is ordered to pay the Claimant £104,659.
3. For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996:
 - (1) The total monetary award for unfair dismissal is £104,659.
 - (2) The prescribed element is £88,519.
 - (3) The prescribed element relates to 7 May 2020 to 30 April 2021.
 - (4) The amount by which the total monetary award for unfair dismissal exceeds

the prescribed element is £16,140.

**Employment Judge Stephen Knight
Date 30 April 2021**