



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr M Blundell

v.

Darlaston Sport & Social Club Ltd

Heard at: Midlands (West) Employment Tribunal (in public; by video)

On: 3 & 4 August 2023

Before: Employment Judge **Klimov** (sitting alone)

Appearances:

For the Claimant: **in person**

For the Respondent: **Mr L Baker**, employment lawyer advocate

Judgment

1. The Claimant was unfairly dismissed by the Respondent.
2. The Respondent must pay to the Claimant compensation for unfair dismissal in the total sum of **£2,097.60** comprising:
 - (i) Basic award: **£456**
 - (ii) Compensatory award: **£1,368**
 - (iii) 20% uplift to the Compensatory award for the Respondent's unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures: **£273.60**

3. The Respondent was in breach of contract by unilaterally reducing the Claimant's normal working hours from 12 to 8 hours a week and must pay to the Claimant the sum of **£1,292** as damaged for the breach of contract.
4. The Respondent has failed to provide to the Claimant a written statement of particulars of employment in breach of its duty under section 1 of the Employment Rights Act 1996 and must pay to the Claimant the sum of **£282** (the minimum amount under s.38 Employment Act 2002).

Employment Judge Klimov

4 August 2023

Notes

Reasons for the judgment have been given orally at the hearing. Written reasons have been requested by the respondent at the end of the hearing and will be provided in due course.

Public access to employment tribunal decisions

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