



EMPLOYMENT TRIBUNALS

Claimant: (1) Mr M Lilley
(2) Mrs K Robinson
(3) Mr J Robinson

Respondents: Frank & Bird Limited

Heard at: Newcastle Employment Tribunal

On: 29th February and 1st March 2024

Before: Employment Judge Sweeney

Appearances

For the Claimants, In person

For the Respondent, Mr D Carr

JUDGMENT ON LIABILITY

1. The Claimants' claims of direct age discrimination are well-founded and succeed.

REMEDY

2. In the case of **Mr Lilley**, the Respondent is ordered to pay to the Claimant the following compensation:
- i. £1,000 in respect of injury to feelings
 - ii. £123.61 interest on injury to feelings ($564 \times 0.08 \times 1/365 \times £1,000$)
 - iii. £250 in respect of financial losses
 - iv. £15.45 interest on financial losses ($282 \times 0.08 \times 1/365 \times £250$)
3. The total award due to **Mr Lilley** is **£1,389.06**.

Case No: 2501593/2022, 2501600/2022 & 2501638/2022

4. In the case of **Mrs Robinson**, the Respondent is ordered to pay to the Claimant the following compensation:
 - i. £1,250 in respect of injury to feelings
 - ii. £154.52 interest on injury to feelings ($564 \times 0.08 \times 1/365 \times £1,250$)
 - iii. Nothing in respect of financial losses.
5. The total award due to **Mrs Robinson** is **£1,404.52**.
6. In the case of **Mr Robinson**, the Respondent is ordered to pay to the Claimant the following compensation:
 - i. £1,250 in respect of injury to feelings
 - ii. £154.52 interest on injury to feelings ($564 \times 0.08 \times 1/365 \times £1,250$)
 - iii. £250 in respect of financial losses
 - iv. £15.45 interest on financial losses ($282 \times 0.08 \times 1/365 \times £250$)
7. The total award due to **Mr Robinson** is **£1,669.97**.

Employment Judge **Sweeney**
Date: 1 March 2024

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>