



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Mr John Ashman

v

Wallis & Son Limited

**Heard at:** Cambridge

**On:** 1 and 2 November 2021

**Before:** Employment Judge Tynan

**Members:** Ms Catherine Anderson and Ms Bethan Osborne

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr Tom Wood, Counsel

## JUDGMENT

The unanimous Judgment of the Tribunal is as follows:

1. The Claimant's complaint that he was dismissed in breach of contract is well founded and the Tribunal orders the Respondent to pay to the Claimant the sum of £270 as damages for breach of contract.
2. The Claimant's complaint that he was discriminated against, on grounds of age and on grounds of race, is not well founded and is dismissed.
3. The Tribunal declares that when the proceedings were begun, the Respondent was in breach of its duty to the Claimant under Section 1 of the Employment Rights Act 1996. The Tribunal considers that it would be just and equitable in all the circumstances to make an award to the Claimant of the higher amount under Section 38(4) of the Employment Act 2002, namely an award of £1,080 being an amount equal to four weeks' pay.

As requested by the Claimant at the conclusion of the Judgment, written Reasons for the Tribunal's Judgment will follow in due course.

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Employment Judge **Tynan**

Date: ...4.11.2021.....

Sent to the parties on: ..11.11.2021.....

.....GDJ.....  
For the Tribunal Office