



EMPLOYMENT TRIBUNALS

Claimant: Mr R Ware

Respondent: Harris & Sons Removal & Storage Ltd

Heard at: Birmingham

On: 1 October 2019

Before: Employment Judge Meichen, Mrs S Petruilis, Mr PA Kennedy

Appearances

For the claimant: the claimant in person

For the respondent: no appearance by or on behalf of the respondent

JUDGMENT

1. The claim of unfair dismissal is well founded and succeeds.
2. The claim that the claimant was automatically unfairly dismissed for asserting a statutory right is not well founded and is dismissed.
3. The claim for direct discrimination because of sexual orientation is well founded and succeeds.
4. The claim for sexual harassment is well founded and succeeds.
5. The claim for victimisation is not well founded and is dismissed.
6. The claim for unpaid notice pay is well founded and succeeds.
7. The claim for unpaid annual leave is well founded and succeeds.
8. The claim for unauthorised deductions from wages is well founded and succeeds.
9. The claim for a redundancy payment is not well founded and is dismissed.
10. The respondent is ordered to pay the following to the claimant:

- a. £846 basic award in respect of the successful unfair dismissal claim.
- b. £2705.69 compensatory award in respect of the successful unfair dismissal claim.
- c. £350 loss of statutory rights.
- d. £511.38 in respect of the successful claim for notice pay.
- e. £1281.52 in respect of the successful claim for unauthorised deductions from wages and unpaid annual leave.
- f. £4000 injury to feelings in respect of the successful claims for direct discrimination because of sexual orientation and sexual harassment.

Employment Judge Meichen

7 October 2019

Reasons for the judgement 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.