



EMPLOYMENT TRIBUNALS

Claimant: Mr D Abdy

Respondent: North Yorkshire County Council

On: 17, 18, 19 and
20 May 2021

Before: Employment Judge D N Jones
Ms J Lancaster
Ms J Noble

This hearing was conducted remotely, by video.

REPRESENTATION:

Claimant: In person
Respondent: Mr A Webster, counsel

JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claimant was culpable of action which contributed to the dismissal and, having regard to that conduct, it is just and equitable to reduce the compensatory award by 50%.
3. The same conduct, which arose before the dismissal was such that it is just and equitable to reduce the basic award by 50%.
4. The claim that the dismissal of the claimant was direct race discrimination has not been established and is dismissed.
5. The respondent shall pay to the claimant the agreed sums of **£807** in respect of the basic award and **£10,000** in respect of the compensatory award, such sums having accounted for the above adjustments.

6. The recoupment provisions do not apply.

Employment Judge D N Jones

Date: 20 May 2021

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