



EMPLOYMENT TRIBUNALS

Claimant: Mr S Asson

Respondent: Karl Farrell, Dominic Gale & Christopher Saxon, executive committee of Haresfinch Rugby & Community Club

HELD AT: Liverpool **ON:** 4, 5 & 6 March 2019

BEFORE: Employment Judge Shotter

MEMBERS: Dr L Roberts
Mr R Cunningham

REPRESENTATION:

Claimant: In person
Respondent: Mr Jaffier, consultant

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The respondent is an unincorporated members club and the correct name of the respondent is Karl Farrell, Dominic Gale & Christopher Saxon, executive committee of Haresfinch Rugby & Community Club.

2. The claimant's claim of victimisation is dismissed on withdrawal by the claimant.

3. The claimant was unfairly dismissed and his claim for unfair dismissal is well-founded. The claimant would have been fairly dismissed on 1 May 2018 and this will be reflected in the compensatory award under S.123(1) ERA. By consent the respondent is ordered to pay to the claimant compensation for unfair dismissal in the sum of £300.00.

4. The claimant was not unlawfully discriminated against under sections 13, 15 and 20 of the Equality Act 2010 and his complaints of unlawful discrimination are not well-founded and are dismissed. In accordance with the section 15 complaint, it was a proportionate means of achieving a legitimate aim to dismiss the claimant on the grounds of capability.

6.3.19

Employment Judge Shotter

JUDGMENT SENT TO THE PARTIES ON

12 March 2019

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number(s): **2411973/2018**

Name of **Mr S Asson** v **Karl Farrell, Dominic Gale & Christopher Saxon, executive committee of Haresfinch Rugby & Community Club**
case(s):

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: **12 March 2019**

"the calculation day" is: **13 March 2019**

"the stipulated rate of interest" is: **8%**

MR J HANSON
For the Employment Tribunal Office