



EMPLOYMENT TRIBUNALS

Claimant: Robert Sandells

Respondent: Tile Giant Limited

Heard at: Southampton Employment Tribunal

On: Monday, 12th and Tuesday, 13th February 2018

Before: Employment Judge Mr. M. Salter
Mrs. M. Metcalf
Mr. P. Flanagan

Representation:

Claimant: In person

Respondent: Miss. Dawson, solicitor.

JUDGMENT

It is the judgment of the tribunal that:

- a) the Claimant's dismissal for misconduct was unfair as the dismissal fell outside the band of reasonable responses;
- b) the Claimant caused and contributed to his dismissal entirely and so his Basic and Compensatory Awards will be reduced by 100%;
- c) the Claimant was not victimized nor subject to associative direct discrimination because of age.

Employment Judge Salter

JUDGMENT SENT TO THE PARTIES ON

7th March 2018

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FOR THE TRIBUNAL OFFICE

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.