



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P. Skinner

**Respondent:** Barnes Aerospace (Barnes Group UK) Ltd

**Heard at:** Nottingham **On:** 4<sup>th</sup> and 26<sup>th</sup> February 2021

**Before:** Employment Judge Rachel Broughton (Sitting alone)

## Representatives

**Claimant:** Mr Rozycki - counsel

**Respondent:** Mr Greaves - counsel

# JUDGMENT

The judgment of the Tribunal is that:

1. The claim of unfair dismissal is well founded and succeeds.
2. The compensatory award is subject to a reduction of 75% to take account of the chance that the claimant would have been dismissed had a fair process been followed
3. The case will be listed for a 3 hour remedy hearing.

Employment Judge Rachel Broughton

Date: 26 February 2021

JUDGMENT SENT TO THE PARTIES ON

2 March 2021

AND ENTERED IN THE REGISTER ON

2 March 2021

For the Tribunal

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.