



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr LF Fonseca

AND

Respondent
Dreams Ltd

JUDGMENT ON A HEARING

HELD AT Birmingham (via CVP)

ON 25 & 26 November 2024

EMPLOYMENT JUDGE Dimbylow

Representation

For the claimant: Miss S Wright, claimant's partner and Lay Representative

For the respondent: Mrs A Acheampong, Litigation Consultant

JUDGMENT

The judgment of the tribunal is that the claimant was fairly dismissed by reason of his conduct, and therefore his claim for unfair dismissal is not well-founded, fails and is dismissed.

Employment Judge **Dimbylow**
26 November 2024

Notes:

- (1) 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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

- (2) All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant and respondent.

Recording and Transcription

- (3) Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:
- (4) <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>