



EMPLOYMENT TRIBUNALS

Claimant: Mr Stephen Monroe

Respondent: Gem Security Systems Ltd

Heard at: Bristol (days 3-5 via CVP) **On:** 24th – 28th June 2024

Before: Employment Judge David Hughes
Mr P Bompus
Ms G Mayo

Representation

Claimant: In person

Respondent: Ms K Tucker, HR Consultant

JUDGMENT

1. The complaint of unfair dismissal is well-founded, The Claimant was unfairly dismissed.
2. There is a 95% chance that the Claimant would have been dismissed in any event.
3. The complaints of;
 - (a) unfair dismissal under s103A of the Employment Rights Act 1996, for having made a protected disclosure;
 - (b) having been subjected to a detriment for making a protected disclosure;
 - (c) unfavourable treatment because of something arising in consequence of disability;
 - (d) failure to make reasonable adjustments for disability, and;
 - (e) victimizationare not well-founded and are dismissed.
4. The Responded is ordered to pay the Claimant the sum of £1,760.92, as compensation for net past financial losses.

Employment Judge Hughes
Date 28.06.2024

JUDGMENT SENT TO THE PARTIES ON
22 July 2024 By Mr J McCormick

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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.