



EMPLOYMENT TRIBUNALS

Claimant: Mr I Faul

Respondent: Vibrant Energy Matters Ltd

Heard at: Cardiff Employment Tribunal

On: 6-7 March 2023

Before: Employment Judge Lloyd-Lawrie, Mr A Fryer and Mrs D Hebb

Representation

Claimant: Mr Goodwin, Counsel

Respondent: Mr Morris, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that the Claimant's claim of direct age discrimination under section 13 Equality Act 2010 is unfounded and is dismissed.

Employment Judge Lloyd-Lawrie

Date 07 March 2024

JUDGMENT SENT TO THE PARTIES ON 11 March 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

Notes

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>