



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr PJ Lavender

v

John Reid & Sons (structsteel) Ltd

# Judgment

Heard at: Southampton

On: 13 and 14 January 2021

Before: Employment Judge Rayner

### Appearances

For the Claimant: in person

For the Respondent: Mr McDevitt (Counsel)

1. The parties attended in person.
2. The respondent fairly dismissed the claimant for breach of the respondent's workplace Mobile Phone policy.
3. The claimants claim of unfair dismissal is dismissed.

Employment Judge Rayner

Dated: 14 January 2021

Sent to the parties: 25 January 2021

FOR THE TRIBUNAL OFFICE

### 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.

Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All

judgments and reasons since February 2017 are now available at:  
<https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness