



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr R Pickard

**Respondent:** Mr D Robson

**HELD AT:** North East region; by video

**ON:** 15, 16 and 17  
December 2020  
and 26 January  
2021

**BEFORE:** Employment Judge Aspden  
Mr J Adams  
Ms D Winter

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Mr Winthrop, solicitor

## JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's complaints that the respondent harassed and discriminated against him contrary to the Equality Act 2010 are not well founded and are dismissed.
2. The respondent victimised the claimant in contravention of the Equality Act 2010 by fabricating evidence for use in this hearing in the form of a letter said to have been written on or around 1 July 2019.
3. The claimant's complaint that the respondent breached the claimant's contract of employment by dismissing him without notice is well founded.

4. The claimant's complaint that the respondent failed to pay the claimant an amount due to him under regulation 14 of the Working Time Regulations 1998 in respect of accrued and untaken holiday is well founded.
5. The claimant's other complaints for damages for breach of contract or for a sum due under a contract are not well founded and are dismissed.

Note: This has been a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V - video. It was not practicable to hold a face to face hearing because of the Covid19 pandemic.

Employment Judge Aspden

Date 1 February 2021

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.