



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr J Edwards

v

**Respondent**

LondonEnergy Ltd

**Heard at:** Bury St Edmunds

**On:** 1 & 2 February 2021

**Before:** Employment Judge Laidler

**Members:** Mr A Hayes and Mr M Kidd

**Appearances**

**For the Claimant:** In person assisted by Mr J Green.

**For the Respondent:** Mr S Bishop, Counsel.

**COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.**

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable and no-one requested the same and all issues could be determined in a remote hearing.

## JUDGMENT

1. The claimant was dismissed for conduct a potentially fair reason falling within s.98 of the Employment Rights Act 1996.
2. The respondent acted fairly in treating that reason as one to justify the dismissal of the claimant and the claim of unfair dismissal fails and is dismissed.

3. The complaint of indirect age discrimination is not established and is dismissed.

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Employment Judge Laidler

Date: 5 February 2021

Sent to the parties on: ..18/02/2021.....

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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.