



EMPLOYMENT TRIBUNALS

Claimant: Mr. A. Weaver

Respondent: Samuel Smith Old Brewery (Tadcaster) Company No:
0018802 (a private unlimited company)

HELD BY: CVP **ON:** 31st March 2021

BEFORE: Employment Judge T. Vincent Ryan

REPRESENTATION:

Claimant: Mr. Weaver represented himself (assisted by his father)

Respondent: Mr. B. Hodgson, Consultant

JUDGMENT

The judgment of the Tribunal is:

1. The respondent dismissed the claimant unfairly on 24th September 2020, for a reason related to conduct. The claimant's claim of Unfair Dismissal is well-founded and succeeds. The respondent conceded the claim on the basis that it failed to consider the claimant's appeal.
2. The claimant's conduct before his dismissal was such that it would be just and equitable to reduce his Basic Award to nil.
3. The claimant's dismissal was caused or contributed to by his actions to such an extent that it would be just and equitable to reduce any compensatory award to nil; in any event any such award ought to be reduced to nil to reflect the 100% risk facing the claimant of his being fairly dismissed if an appeal had been held.

Employment Judge T.V. Ryan

Date: 31.03.21

JUDGMENT SENT TO THE PARTIES ON 6 April 2021

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.