



EMPLOYMENT TRIBUNALS

Claimant: Mr M Gafoor

Respondent: Edwin C Farrall (Transport) Limited

Heard at: Manchester

On: 7 and 8 July 2021

Before: Employment Judge Grundy
Ms F Crane
Ms C Doyle

REPRESENTATION:

Claimant: Mrs K Skeaping Solicitor

Respondent: Mr P Roberts Solicitor

Covid-19 statement.

This hearing has taken place on a remote basis by CVP platform in accordance with the Presidential Practice Direction on remote hearings and open justice and in accordance with Rule 46 ET (CRP) Regs 2013 and the Guidance issued on 14th September 2020.

JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claim that he was unfairly dismissed under s103A ERA 1996 for making a protected disclosure succeeds.
2. It is declared that the principal reason for the claimant's dismissal was he made protected disclosures by way of two emails one on 21 November 2019 and the other on 22 November 2019 each sent to the Respondent.
3. It is declared that the information in the two emails each amount to a protected disclosure. The Respondent accepts the information in the email disclosure on 22 November was a protected disclosure in any event.

4. The claimant's claim that he was subjected to a detriment by reason of making the protected disclosures succeeds to the extent it is declared that the claimant was isolated at work by the respondent prior to his dismissal as a result of making the protected disclosures.
5. The issue of compensation will be dealt with on 9 July 2021.

Employment Judge Grundy

Date 8.7. 21

JUDGMENT SENT TO THE PARTIES ON
15 July 2021

FOR THE TRIBUNAL OFFICE

The reasons for this decision were given orally at the hearing. Written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of this written judgment being sent to the parties.

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.