



EMPLOYMENT TRIBUNALS

Claimant: Mr D Perritt

Respondent: Kevin Stansfield Ltd

Heard: in Lincoln

On: 1st December 2021

Before: Employment Judge Ayre, sitting alone

Representatives:

Claimant: In person

Respondent: Ms S Firth, counsel

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant contributed to his dismissal through his conduct. A 100% reduction is made to both the basic and compensatory awards to reflect this contributory conduct.
3. There was a 100% chance that the claimant would have been dismissed had the respondent followed a fair procedure.
4. The claimant is ordered to pay the sum of £500 costs to the respondent.

Employment Judge Ayre

2 December 2021

JUDGMENT SENT TO THE PARTIES ON

3 December 2021

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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.

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.