



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mr J Adams

v

**Respondent:**  
John Lewis plc (1)  
Helen Sentence (2)  
Conor Pack (3)  
Ruth Gray (4)

**Heard at:** Reading (by CVP)

**On:** 6 - 9 December 2021

**Before:** Employment Judge Anstis  
Ms F Betts  
Mr A Kapur

## Appearances

**For the Claimant:** In person

**For the Respondents:** Ms L Gould (counsel)

## JUDGMENT

1. The claimant's claims against the second respondent are dismissed on withdrawal.
2. The claimant's claims against the first, third and fourth respondents are dismissed.
3. The claimant must pay the respondents £2,000 in respect of legal costs. (For the avoidance of doubt, this is a single figure of £2,000 and not £2,000 in respect of each respondent.)

**Employment Judge Anstis**

Date: 9 December 2021

Sent to the parties on: 20/1/2022

N Gotecha  
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.

### **Public access to employment tribunal decisions:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.