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# THE EMPLOYMENT TRIBUNAL

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**BETWEEN**

**Claimant**

**and**

**Respondent**

**Mr M Anderson**

**T4 Adbarriers Limited**

**Held at London South (By CVP)**

**On 5 6 and 7 October 2022**

**BEFORE: Employment Judge Siddall, Mr R Singh, Ms N Christofi**

## **Representation**

**For the Claimant: Mr G Graham**

**For the Respondent: Mr P Livingston**

## **JUDGMENT**

The decision of the tribunal is that:

1. The claim for constructive unfair dismissal is well founded and it succeeds.
2. A protected disclosure was not the principal reason for dismissal and the claim under section 103A of the Employment Rights Act 1996 does not succeed.
3. The claimant was subjected to a detriment for making a protected disclosure, contrary to section 47B of the Employment Rights Act 1996 in that the respondent replied to a protected disclosure he made on 2 July 2020 by describing his allegations as vexatious.

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Employment Judge Siddall  
Date: 7 October 2022

