



# THE EMPLOYMENT TRIBUNAL

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**Claimant:** Mr Blackwood  
**Respondent:** Draughts Limited  
**Heard at:** London South Employment Tribunal (video hearing)  
**On:** 14 December 2022  
**Before:** Employment Judge Robinson

**Representation**  
Claimant: In person  
Respondent: Mr Henry (Litigation Consultant, Croner)

## **JUDGMENT**

The judgment of the Tribunal is that:

1. The Claimant was unfairly dismissed by the Respondent.
2. The Claimant contributed to his dismissal to the extent of 25%, to be applied to the basic and compensatory award for unfair dismissal.
3. The Tribunal will decide the remedy for unfair dismissal at a further hearing at 10am on Wednesday 18 January 2023. This will include the question of whether any adjustment should be made under s.207A(2) of the Trade Union and Labour Relations (Consolidation) Act 1992 for failure to follow the requirements of the ACAS Code of Practice on Disciplinary and Grievance Procedure.

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Employment Judge Robinson

Date\_\_ 14 December 2022\_\_\_\_\_

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.

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