



EMPLOYMENT TRIBUNALS

Claimant: Mr Roger Smith

Respondent: Cosgrove Leisure Parks UK Ltd

HELD AT: London South (by CVP)

ON: 5 December 2022 &
30-31 January 2023

BEFORE: Employment Judge Hart

REPRESENTATION:

Claimant: Litigant in person

Respondent: Mr Clement (counsel)

ORAL JUDGMENT

The Judgment of the Tribunal is that:

1. The correct name of the respondent is Cosgrove Leisure Parks UK Ltd.
2. The claimant's claim for unfair dismissal succeeds.
3. The compensatory award is to be reduced on a 'just and equitable' basis, to account for the 25% chance that the claimant would have been dismissed had a fair procedure been followed.
4. The claimant contributed to his dismissal, and the basic and compensatory unfair dismissal award is to be reduced by 20%.
5. The claimant's claim for wrongful dismissal succeeds.

Employment Judge Hart

Date: 31 January 2023

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.