



EMPLOYMENT TRIBUNALS

Claimant: Mr J Hamilton

Respondent: The Council of the City of Newcastle upon Tyne

**HELD at
ON:** Newcastle CFCTC
3–5 April 2023

BEFORE: Employment Judge Langridge
Members: Mr M Brain
Ms D Newey

REPRESENTATION:

Claimant: Ms L Dawson, Counsel
Respondent: Mr J McHugh, Counsel

JUDGMENT

1. The claimant was fairly dismissed by the respondent.
2. The respondent did not breach the claimant's contract when dismissing him without notice on the grounds of gross misconduct.
3. The claimant's discrimination claim under section 15 Equality Act 2010 is not well-founded and fails.
4. All claims are dismissed.

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, 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 the respondent(s) in a case.

SE Langridge

Employment Judge Langridge

Date: 15 May 2023