



## EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Scammell

**Respondent:** Sovereign Housing Association Ltd

### RECORD OF A PRELIMINARY HEARING

**Heard at:** Southampton

**On:** 2,3,4,5,9 May 2023

**Before:** Employment Judge Dawson

#### Appearances

For the claimant: Ms Nicholls, counsel

For the respondent: Mrs Headford, solicitor

## JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. The claim for breach of contract for wrongful dismissal is well-founded and succeeds.
3. The claimant's other claims are dismissed
4. The question of remedy is adjourned to date to be fixed.
5. In respect of the remedy hearing the following directions are given:
  - a. The parties are to provide dates of availability for the hearing to Employment Judge Dawson by 16 May 2023.
  - b. Any further disclosure on the question of remedy is to be made by way of lists and copy documents, sent to the other party by 23 May 2023.
  - c. If either party wishes to rely upon further evidence at the remedy hearing, they must serve witness statements of the witnesses who will be called on the other party by 30 May 2023. The total length of each party's witness statements must not exceed 1000 words.

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- d. The claimant is to provide an agreed bundle for use at the remedy hearing and send the same to the respondent not less than 14 days before the final hearing. The claimant must also bring five copies of the bundle to the remedy hearing and send a PDF version of the same to the tribunal not less than two days before the hearing.
- e. The length of the bundle must not exceed 100 pages.

Employment Judge Dawson  
Date 10 May 2023

Judgment sent to the Parties on 22 May 2023

For the Tribunal Office

Notes

Reasons

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

CVP

The hearing was, in part, conducted by the parties attending by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because it was in accordance with the overriding objective to do so.