



EMPLOYMENT TRIBUNALS

Claimant: Mr P Goldsmith

Respondent: Fuller Smith and Turner plc

Heard at: Bristol (by video) **On:** 16 and 17 May 2023

Before: Employment Judge Midgley

Representation
Claimant: In person
Respondent: Miss M Dalziel (Solicitor)

JUDGMENT

1. The claim of unfair dismissal is well founded and succeeds.
2. The dismissal was procedurally unfair but there was a 100% likelihood that the claimant would have been dismissed had a fair process been followed. Pursuant to s.122(3) ERA 1996 it is just and equitable to reduce the basic award by 100% to Nil.
3. The claimant's conduct was culpable and blameworthy and was the sole cause of his dismissal. Pursuant to s.123(6) ERA 1996 it is just and equitable to reduce the compensatory award by 100% to Nil.

Employment Judge Midgley

Date 19 May 2023

Judgment sent to the parties on 05 June 2023

For the Tribunal Office