



# EMPLOYMENT TRIBUNALS

**Claimant**

Mr S Bedford

v

D Houghton Limited t/a King Landscapes (in voluntary liquidation)

**Heard at:** Cambridge

**On:** 6 December 2023

**Before:** Employment Judge Tynan

**Members:** Mr A Fryer and Mr R Baber

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Did not attend and was not represented

## JUDGMENT

1. The Claimant's complaints that he was unfairly constructively dismissed contrary to sections 94 and 98, and section 100(1)(e) of the Employment Rights Act 1996 succeed.
2. The Claimant's further complaint that he was unfairly constructively dismissed contrary to section 100(1)(c) of the Employment Rights Act 1996 is not well founded and is dismissed.
3. The Claimant's complaint that the Respondent subjected him to detriments for the reason set out in section 44(1A)(b) of the Employment Rights Act 1996:
  - (a) succeeds in whole in respect of the detriments alleged in paragraphs 1, 3, 5, 6, 7, 9, 10, 12 and 15 of the 'Constructive dismissal' section of his 'Background' document at pages 43 to 44 of the Hearing Bundle; and
  - (b) succeeds in part in respect of the detriment alleged in paragraph 8(a) thereof.

4. The Claimant's remaining complaints that the Respondent subjected him to detriments in contravention of sections 44(1)(c) and 44(1A)(b) of the Employment Rights Act 1996 are not well founded and are dismissed.

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Employment Judge Tynan

Date: ...7 December 2023.....

Sent to the parties on:  
5 January 2024

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For the Tribunal Office

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.