



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mr E Ascione

v

**Respondent:**  
Spicerhaart Group  
Services Limited

**Heard at:** Reading

**On:** 8 and 9 February 2024

**Before:** Employment Judge Hawksworth

**Appearances**  
**the Claimant:** represented himself  
**for the Respondent:** Ms R Senior (counsel)

## JUDGMENT

The complaints of unfair and wrongful dismissal fail and are dismissed.

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**Employment Judge Hawksworth**

Date: 12 February 2024

Sent to the parties on: 26 February 2024

T Cadman  
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.

**Public access to employment tribunal decisions:**

All 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.