



# EMPLOYMENT TRIBUNALS

## Claimant

Mr I Bateman

v

## Respondent

Molton Brown Limited

**Heard at:** Sheffield

**On:** 12, 13, 14 and 15 February 2024

**Before:** Employment Judge James

## Representation

**For the Claimant:** Mr C Smith, lay representative

**For the Respondent:** Mr J Searle, counsel

# JUDGMENT

(1) The claim for unfair dismissal (s.94 Employment Rights Act 1996) is not upheld and is dismissed.

Employment Judge James

Dated 15 February 2024

## Notes

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.

## Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the

recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>