



Case Number 1302169/2023  
Type V

# EMPLOYMENT TRIBUNALS

BETWEEN  
AND

Claimant  
Mr D Gatley

Respondent  
Apollo Buckingham  
Health Sciences Campus  
Limited

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham ON 22 – 25 April 2024

EMPLOYMENT JUDGE GASKELL

MEMBERS: Mrs J Beards  
Mr N Forward

### Representation

For the Claimant: In Person

For the Respondent: Mr I Randall (Foreign Qualified Lawyer)

## JUDGMENT

The unanimous decision of the tribunal is:

- 1 Pursuant to Section 100 of the Employment Rights Act 1996, the claimant's dismissal by the respondent was not automatically unfair. The claimant's claim for unfair dismissal is not well-founded and is dismissed.
- 2 Pursuant to Section 44 of the Employment Rights Act 1996, the claimant's claim for detriment is not well-founded and is dismissed.
- 3 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 39 of the Equality Act 2010. The claimant's claims for direct sex discrimination and victimisation, pursuant to Section 120 of that Act, are dismissed.
- 4 The respondent did not, at any time material to this claim, act towards the claimant in contravention of Section 40 of the Equality Act 2010. The claimant's claim for harassment, pursuant to Section 120 of that Act, is dismissed.

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Employment Judge Gaskell  
25 April 2024

### 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.