



# EMPLOYMENT TRIBUNALS

## Claimant

Mr D Probyn

## Respondent

Kidde Products Limited

v

**Heard at:** Watford Employment Tribunal (in person)

**On:** 25 to 26 June 2024 (2 days)

**Before:** Employment Judge French

Ms S Wellings

Ms K Turquoise

## Appearances

**For the Claimant:** In person

**For the Respondent:** Mr S Irving, Solicitor

## JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed. There shall be a hearing to determine remedy on 6 August 2024.
2. The complaint of direct age discrimination is not well-founded and is dismissed.
3. The complaint of indirect age discrimination is not well-founded and is dismissed.

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Employment Judge French

Date: 26 June 2024

Sent to the parties on: 2/7/2024

N Gotecha

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.

**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/>