



EMPLOYMENT TRIBUNALS

Claimant: Mr R Jones
Respondent: West Midlands Fire Service
Heard at: Birmingham
On: 4, 7, 8, 9, 10, 11 and 14 October 2024
Before: Employment Judge Flood
Mr McIntosh
Mr Reeves

Representation

Claimant: In person
Respondent: Mr Starcevic (Counsel)

JUDGMENT

The unanimous judgment of the Tribunal is that the complaints of direct age discrimination (contrary to s 13 of the Equality Act 2010) and of constructive unfair dismissal (contrary to sections 94, 95 and 98 Employment Rights Act 1996) are not well founded and are dismissed.

Employment Judge Flood
14 October 2024

Note

Notes: Reasons for the judgment having been given in full 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 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/>