



THE EMPLOYMENT TRIBUNALS

Claimant Mr Henry John Grace

Respondent British Bakels Limited

Heard at Watford Employment Tribunal [via CVP video link]

On 12-16 August 2024

Before Employment Judge SE Langridge

Representation:

Claimant Mr T Finn, counsel

Respondent Miss S Clarke, counsel

JUDGMENT

1. The claimant's unfair dismissal claim pursuant to section 103A Employment Rights Act 1996 is not well-founded and is dismissed.
2. The claimant's unfair dismissal claim pursuant to section 105 Employment Rights Act 1996 is not well-founded and is dismissed.

Employment Judge Langridge

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON**

16 August 2024

JUDGMENT SENT TO THE PARTIES ON

7 November 2024

AND ENTERED IN THE REGISTER

T Cadman

FOR THE TRIBUNAL

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 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/>