



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant
Mr A McLaren

Respondent
3663 Transport Ltd

JUDGMENT MADE AT A HEARING BY CVP

HELD AT Birmingham

ON 7 to 9 September 2024

EMPLOYMENT JUDGE Hughes

MEMBERS: Mrs S Ray
Mr C Ledbury

Representation

For the Claimant: In person

For the Respondent: Mr K McNerney, Counsel

JUDGMENT

1 The claimant was not automatically unfairly dismissed for making a flexible working request. He was dismissed because of his conduct.

2 The claimant's sex discrimination complaint is not well-founded and is dismissed.

Signed by: Employment Judge Hughes
Signed on: 10 October 2024

Notes: Reasons for the judgment were given orally at the hearing. The claimant made a request for written reasons at the end of the hearing. These will be produced and sent when judicial time is available.

Public access to employment tribunal decisions

Judgments (apart from judgments under Rule 52) 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/>