



# EMPLOYMENT TRIBUNALS

**Claimant:** P Lavery

**Respondents:** 1. BGC Bidco Limited  
2. Kyle Makofka

**HEARD AT:** Manchester **On:** 27-31 January 2025  
and 3 February 2025

**BEFORE:** Employment Judge Batten (sitting alone)

**REPRESENTATION:**

**For the Claimant:** J Searle, Counsel  
**For the Respondent:** S Ahmad, Counsel

## JUDGMENT

**The judgment of the Tribunal is that:**

1. the complaint of unfair dismissal is well-founded and succeeds;
2. the complaint of age discrimination fails and is dismissed;
3. a remedy hearing shall take place on **Wednesday 4 June 2025**.

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Employment Judge Batten  
3 February 2025

JUDGMENT SENT TO THE PARTIES ON:

18 February 2025

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://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/>