



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Daniel Dougan  
**Respondent:** Mr Jack Ryan  
**Heard at:** Newcastle Employment Tribunal  
**On:** 27 February 2025  
**Before:** Employment Judge Sweeney

**Representation:**

**For the Claimant:** in person  
**For the Respondent:** in person

## JUDGMENT ON RECONSIDERATION

1. The judgment of Judge McGregor dated 22 May 2023 is confirmed.

Employment Judge Sweeney

Date: **27 February 2025**

**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/>