



EMPLOYMENT TRIBUNALS

Claimant: Mr K Evans

Respondent: James Durrans & Sons Limited

Heard at: Midlands West Employment
Tribunal (by CVP)

On: 11 and 12 March
2025

Before: Employment Judge A Close

REPRESENTATION:

Claimant: Mr K Evans

Respondent: Mr Gary Smith, paid representative

JUDGMENT

The judgment of the Tribunal is as follows:

The complaint of unfair dismissal under Part X Employment Rights Act 1996 is not well-founded and is dismissed.

Employment Judge A Close

12 March 2025

Notes

1. 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.

2. 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.

3. 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/>