



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Jason Clare

**Respondent:** London Underground Limited

**Heard at:** Watford (in person)

**On:** 31 March-1 April 2025

**Before:** Employment Judge MJ Smith

## REPRESENTATION:

**For the Claimant:** Mr J Noonan (lay representative)

**For the Respondent:** Mr M Gordon (barrister)

# JUDGMENT

1. The claimant's claim for unfair dismissal is not well-founded and is dismissed.

**Approved by  
Employment Judge MJ Smith  
8 April 2025**

Judgment sent to the parties on:  
20/5/2025

For the Employment 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](https://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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)