



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr Declan Beales

**Respondent:** Lee Abbey Fellowship

**Heard at:** Cloud Video Platform (online)

**On:** 19 and 20 May 2025

**Before:** Employment Judge Winfield

## REPRESENTATION:

**Claimant:** Did not attend

**Respondent:** Mr Paul Roberts, Solicitor, Keelys

# ORDER AND JUDGMENT

The Order and Judgment of the Tribunal is as follows:

## Strike out Application

1. The Respondent's application to strike the claim out under Employment Tribunal Rule 38(1)(c) was dismissed

## Unfair Dismissal

1. The complaint of unfair dismissal is not well-founded and fails. The claimant was not unfairly dismissed.

**Approved by**

**Employment Judge Winfield**

**Date: 27 May 2025**

Judgment sent to the parties on  
11 June 2025

Jade Lobb  
For the Tribunal

**Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

**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](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/>