



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mr Thomas Samples

v

Thorny Limited

Heard at: Watford Employment Tribunal,
Radius House 51 Clarendon Road Watford
WD17 1HP

On: 19 –20 March 2025, and 20-
21 May 2025

Before: Employment Judge Daley
Mr. D Sutton- Tribunal Member
Ms B Robinson-Tribunal Member

Representation:

For the claimant:

Mr. T Samples, assisted by Mrs. M Samples (Mother)

For the respondent:

Mr. John Thorn- Managing Director

JUDGMENT

The unanimous judgment of the Tribunal is as follows:-

- 1The complaint of unfair dismissal by reason of constructive dismissal is not well-founded and is dismissed.
- 2The complaint of harassment related to the claimant's disability is not well-founded and is dismissed.

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

Case Number: 3311143/2023

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.

Approved by Employment Judge Daley
Date: 21 May 2025
Sent to the parties on:

24 June 2025

For Secretary of the Tribunals