



EMPLOYMENT TRIBUNALS

Claimant: Mr Stephen Ledger

Respondent: Arrow XL Limited

Heard at: Bury St Edmonds

On: 2-3 June 2025

Before: Employment Judge MJ Smith

REPRESENTATION:

For the Claimant: Ms M Stanley (counsel)

For the Respondent: Ms I Shankar (legal executive)

JUDGMENT

1. The claimant's claim for unfair dismissal 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:

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.

Recording and Transcription:

Case No: 6010752/2024

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/

**Approved by
Employment Judge MJ Smith
16 June 2025**

Judgment sent to the parties on:

03/07/2025

For the Tribunal: