



EMPLOYMENT TRIBUNALS

Claimant: Mr J. Holden

Respondent: Protect Line Limited

Heard at: Exeter ET via CVP **On:** 1, 2, 3 and 4 July 2025

Before: Employment Judge G. King

Representation

For the Claimant: In person

For the Respondent: Mr D. Brown

JUDGMENT

1. The Claimant's claim of unfair dismissal is well founded and succeeds. The dismissal was procedurally unfair.
2. There shall be a 50% reduction to damages in respect of *Polkey*.
3. There shall be a 70% reduction to damages in respect of culpable conduct.
4. The Claimant's claim of direct sex discrimination fails and is dismissed.
5. There shall be a hearing on 23 October 2025 to determine remedy, if not agreed between the parties before that date.

Approved by
Employment Judge G. King

Date: 7 July 2025

Judgment Sent to the Parties on:

25 July 2025

For the Tribunal Office

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

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/>