



EMPLOYMENT TRIBUNALS

Claimant: Mr David Squibb

Respondent: Lidl Great Britain Limited

Heard at: CVP

On: 14th – 16th July 2025

Before: Employment Judge Winfield

Representation

Claimant: In person

Respondent: Luke Muholland (Solicitor)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant was constructively unfairly dismissed by the Respondent.
2. The judgment of the Employment Tribunal is that, in accordance with, section 122(2) of Employment Rights Act 1996, it is just and equitable to reduce the basic award payable to the Claimant by 100% because of the Claimant's conduct before the dismissal.
3. The judgment of the Employment Tribunal is to reduce the compensatory award payable to the Claimant on the basis of "Polkey" principles by 95%.
4. There are no other adjustments to be made to the payment of any amounts due to the Claimant.
5. The Respondent shall pay to the Claimant a compensatory award of £134.75 (calculated by reference to two months gross salary of £2,132, two months loss of pension £212.90 and £350 for loss of statutory rights = £2,694.90 less 95% reduction in respect of contributory fault = £134.75).

Case No: 6003446/2024

**Approved by
Employment Judge Winfield**

5 September 2025

**Sent to the parties on
11 September 2025
For the Tribunal Office**

CALCULATION SCHEDULE

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 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/>