



EMPLOYMENT TRIBUNALS

Claimant: Mr Lewis Sykes
Respondent: Spa Medica Limited
Heard in Leeds Employment Tribunal
On: 22nd and 23rd September 2025
Before: Employment Judge Bridge, sitting alone

Representation

Claimant: In person
Respondent: Mr Liberadski (counsel)

JUDGMENT

1. The Claim for unfair dismissal is not well founded and is dismissed.

Employment Judge Bridge

Date: 23rd September 2025

Notes

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 51) 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/>