



EMPLOYMENT TRIBUNALS

Claimant: P Duffy

Respondent: London North Eastern Railway Limited

Heard at: Newcastle

On: 11-15 August 2025

Before: Employment Judge Aspden
P Curtis
D Winter

Appearances

For claimant: Mr John, counsel

For respondent: Mr Peacock, and (on 13 and 14 August) Mr Singh, solicitors

JUDGMENT

1. The claimant's complaint of unfair dismissal is not well founded and is dismissed.
2. The claimant's complaint of discrimination is not well founded and is dismissed.

Employment Judge Aspden

18 August 2025

Notes

Reasons for the judgments 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/>