



EMPLOYMENT TRIBUNALS

Claimant: Mr Benjamin Wright

Respondent: Vistry Homes Limited

Heard at: Watford Employment Tribunal

On: 25, 29, 30 September & 1 October 2025

Before: Employment Judge Young

Representation

Claimant: Litigant in person

Respondent: Mr Lachlan Wilson (Counsel)

JUDGMENT

1. The Complaint of unfair dismissal is well founded. The Claimant has been unfairly dismissed.
2. The Claimant's conduct contributed to his dismissal and pursuant to s. 122 (2) ERA 1996 the Claimant's basic award is reduced by 100%.
3. It is just and equitable to reduce the Claimant's compensatory award by 100% pursuant to s. 123(6) ERA 1996.
4. Had the Respondent followed a fair procedure, the Claimant would have been dismissed in any event, and the Tribunal makes a reduction from the compensatory award of 100% pursuant to the principles in Polkey v AE Dayton Services [1987] IRLR 503 HL

Approved by:

Employment Judge Young

1 October 2025

JUDGMENT SENT TO THE PARTIES ON

24/10/2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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/