



EMPLOYMENT TRIBUNALS

Claimant: Mr T Pauk

Respondent: Marks & Spencer Plc

Heard at: Nottingham **On:** 22-23 October 2025

Before: Employment Judge Price

Appearances

For the claimant: In person

For the respondent: Mr Neaman (Counsel)

JUDGMENT

1. The claim of unfair dismissal is not well-founded and is dismissed.

Approved by:

Employment Judge Price

Dated: 23 October 2025

Sent to the parties on

...27 November 2025.....

For the Employment Tribunal

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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.

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/>