



EMPLOYMENT TRIBUNALS

Claimant: Mr Keith Coleman
Respondent: Flamingo Flowers Limited

Heard at: Cambridge Employment Tribunal via CVP
On: 18 and 19 November 2025
Before: Employment Judge Andrew Clarke KC

Representation
Claimant: Ms Karen Dudley (sister)
Respondent: Mr Petar Starcevic (counsel)

JUDGMENT

The claimant was fairly dismissed and his claim for unfair dismissal is dismissed.

Approved by:

Employment Judge Andrew Clarke

3 December 2025

JUDGMENT SENT TO THE PARTIES ON

10 December 2025

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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/