



EMPLOYMENT TRIBUNALS

Claimant: Mr Christopher Gilbert

Respondent: TEC Partnership

Heard at: CVP **On:** 23 & 24 September 2025

Before: Employment Judge E P Morgan KC

Appearances

For the claimant: Mr. P Morgan (Counsel)
For the respondent: Ms. Hindmarch (Solicitor)

JUDGMENT

1. The claim of unfair dismissal contrary to section 98(4) of the Employment Rights Act 1996 is well founded and succeeds.
2. The claim of wrongful dismissal is well founded and succeeds.
3. The compensation otherwise payable to the Claimant in respect of the unfair dismissal claim shall be reduced by 30% by reason of the Claimant's contributory conduct pursuant to section 123 (6) of the Employment Rights Act 1996.
4. The matter is to be relisted to be conducted by CPV in the week commencing 16 February 2026 [ELH 1 day] to address issues of remedy.

Employment Judge **E P Morgan KC**

Date: 24 September 2025