



EMPLOYMENT TRIBUNALS

Claimant: Mr Jitesh Santilale

Respondent Vanquis Bank Limited

On: 20 and 21 April 2026

Heard at: Watford by CVP

Before: Employment Judge Shrimplin

Representation

Claimant: in person

Respondent: Mr Nacif (counsel)

JUDGMENT

1. For the reasons I gave orally, the claimant's dismissal was not unfair within the terms of the Employment Rights Act 1996. The claim for unfair dismissal therefore fails and is dismissed.

Approved by
Employment Judge Shrimplin

Date: 22nd April 2026

JUDGMENT SENT TO THE PARTIES ON

6 May 2026
AND ENTERED IN THE REGISTER

FOR TRIBUNAL OFFICE

Note Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.