



EMPLOYMENT TRIBUNALS

Claimant: Mr C Oakley

Respondents: Royal British Legion

Heard at: London South **On:** 7 May 2026
(Croydon via CVP) Before:

Employment Judge Wright

Representation:

Claimant: In person

Respondent: Mrs A Arrowsmith Executive Director People and Culture

JUDGMENT AT PRELIMINARY HEARING

It is the Judgment of the Tribunal that the claimant's claim for notice pay is not wellfounded, it fails and is dismissed.

7 May 2026

Approved by
Employment Judge Wright

JUDGMENT SENT TO THE PARTIES ON
14 May 2026

For the Tribunal Office

P Wing

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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-practicedirections/>

