



# EMPLOYMENT TRIBUNALS

Claimant: Mr S Rowson

Respondent: XC Trains Ltd

**Heard at: Southampton  
2026**

**On: 27, 28, 29, 30 April (in chambers) and 1 May**

**Before:** Employment Judge Dawson, Ms Metcalf, Ms Fellows

## **Appearances**

For the claimant: Representing himself

For the respondent: Mr Kanda, counsel

# JUDGMENT

The claimant's claims are dismissed

Employment Judge Dawson  
Date 1 May 2026

JUDGMENT SENT TO THE PARTIES ON  
21 May 2026

## **Notes**

### **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-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-practice-directions/>

### **Recoupment**

The recoupment provisions do not apply to this judgment.

### **Reasons**

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 may be placed online.