



EMPLOYMENT TRIBUNALS

Claimant: Mr Lee Henley
Respondent: Thurrock Council
Heard at: East London Hearing Centre
On: 18, 19, 20 and 21 May 2026
Before: Employment Judge Gardiner

Representation

For the Claimant: In person
For the Respondent: Ms Sinead King, barrister

JUDGMENT

The judgment of the Tribunal is that:-

None of the Claimant's complaints are well founded. They are accordingly dismissed.

**Employment Judge Gardiner
Dated: 21 May 2026**

Note

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

All judgments and reasons for the 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.