



EMPLOYMENT TRIBUNALS

Claimant: Mr J Cooper
Respondent: Covers 33 Limited
Heard at: Leeds (By Video) **On:** 9th & 10th June 2026
Before: Employment Judge S Edwards

Representation

Claimant: In person
Respondent: Ms R Thompson (Respondent Director's Daughter)

JUDGMENT

1. The complaint of constructive unfair dismissal is not well founded and is dismissed.

Approved by:

Employment Judge Edwards

10th June 2026

JUDGMENT SENT TO THE PARTIES

ON

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FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 full reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written full reasons for the

judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/