



EMPLOYMENT TRIBUNALS

Claimant: Mr C Mateo

Respondent: British Airways PLC

Heard at: Reading Employment Tribunal by video (CVP)

On: 11 – 13 May 2026

Before: Employment Judge Macey

Representation

Claimant: Mr Marshall, litigation friend - non-practising counsel

Respondent: Miss Kendrick, solicitor

JUDGMENT

1. The claimant's complaint of unfair dismissal is well-founded. This means that the respondent unfairly dismissed the claimant.
2. A 30% reduction in the compensatory award for unfair dismissal will be made under the principles in **Polkey -v- A E Dayton Services Limited 1988 ICR 142**.
3. The claimant contributed to his dismissal to the extent of 20%, to be applied to the basic award and compensatory award for unfair dismissal.
4. The respondent was in breach of contract by dismissing the claimant without his full period of notice. This means that the respondent wrongfully dismissed the claimant.
5. The Tribunal will decide the remedy for unfair dismissal and wrongful dismissal at a further hearing on 4 September 2026.

Approved by:

Employment Judge Macey

13 May 2026

JUDGMENT SENT TO THE PARTIES
ON

15 June 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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 the claimant requests summary written reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons. 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/