



EMPLOYMENT TRIBUNALS

Claimant: Ryan Shearwood

Respondent: London Fire Commissioner

Before: Employment Judge Tueje

REPRESENTATION:

Claimant: In person

Respondent: Mr Amunwa (Counsel)

WRITTEN REASONS

Background

1. These are the reasons announced orally at the end of the remedy hearing on 24th October 2025. The respondent requested written reasons, and written reason for the remedy judgment dated 25th November 2025 were sent to the parties. On 3rd December 2025 the respondent stated that it also sought written reasons in respect of refusal of its application to stay implementation of the remedy. That request was forwarded to me on 8th December 2025. The claimant subsequently applied for reconsideration of the remedy judgment.
2. On 29th December 2025 I requested the Tribunal write to the parties to inform them that written reasons regarding the respondent's stay application would be provided after the claimant's application for reconsideration had been dealt with. That was on the basis that any amended written reasons dealing with the application for a stay could incorporate any varied reasons following determination of the reconsideration. At that stage, I anticipated the reconsideration would be dealt with on the papers in the coming weeks. The Tribunal sent that letter to the parties on 20th January 2026.
3. In the event, the reconsideration was dealt with at a hearing, originally listed in May 2026, in light of the parties dates to avoid. However, it had to be re-listed on 29th June 2026. By which time, I had decided it would be appropriate for the written reasons in respect of the stay application, which was a case management decision, should be issued separately to any varied written reasons on the remedy judgment.
4. That is the reason for the delay in providing these reasons, for which I apologise.
- 5.

Reasons

6. My reasons for refusing the respondent's application to stay implementation of the remedy judgment are as follows.
7. Having taken into account everything that both sides have said on this issue, I have reached the conclusion that I'm not going to stay implementation of the remedy judgment made today, pending the outcome of the application to the Employment Appeal Tribunal.
8. The rules confer a general discretion when dealing with this type application, which should be exercised in accordance with the overriding objective, which is contained in rule 63 stating that a judgment may take effect on a date specified by the Tribunal. Therefore, I have had regard to what I consider to be in the interests of justice.
9. I am not dismissive of the respondent's submissions. But at this stage it is an application for permission to appeal. Nonetheless, I have had regard to the grounds for that application, and I accept grounds rely on a substantive challenge to the decision on liability.
10. I have weighed this against the fact that Mr Shearwood has succeeded on liability, and now having had the remedy judgment, I consider it is in the interests of justice that rather than imposing a stay with the consequent delay, he obtains the benefit of both judgments.
11. That is my view, and it may be that the Employment Appeal Tribunal take a different view.

Approved by:
Employment Judge Tueje
Date: 6 July 2026

Sent to the parties on:
Date: 7 July 2026

Notes

Judgments (apart from judgments under rule 51) 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.

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