

JUDGMENT



EMPLOYMENT TRIBUNALS

Claimant: MR NICHOLAS BENTLEY

Respondents: NATIONAL GRID PLC

HELD AT: BIRMINGHAM, MIDLANDS WEST EMPLOYMENT TRIBUNAL

ON: 9 and 10 JULY 2026

BEFORE: EMPLOYMENT JUDGE MANLEY

REPRESENTATION

For the claimant: In person

For the respondent: Ms. Akers, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant's complaint of unfair dismissal is dismissed.

**Approved by:
Employment Judge Manley
13 July 2026**

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.