



EMPLOYMENT TRIBUNALS

Claimant: Luke Harris

Respondent: Sky In-Home Service Limited

Heard at: London South (by CVP) **On:** 14 & 15 July 2026

Before: Employment Judge O'Neill

REPRESENTATION:

Claimant: In person

Respondent: Mr Kapadia, counsel

JUDGMENT

1. The claimant's complaint of unfair dismissal succeeds.
2. The claimant was unfairly dismissed.
3. Any compensatory award shall be reduced by **20%** pursuant to *Polkey v A E Dayton Services Ltd* [1987] UKHL 8.
4. Remedy is adjourned.
5. Case management directions concerning remedy are contained in a separate Order.

Approved by:
Employment Judge O'Neill
Date: 15 July 2026

Sent to the parties on:
Date: 22 July 2026

Notes

- 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. If written reasons are provided they will be placed online.
- All judgments (apart from judgments under Rule 51) and any written 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/