



EMPLOYMENT TRIBUNALS

Claimant: Mr R Davies

Respondent: The Chief Constable of South Wales Police

Heard at: Cardiff

On: 20, 21, 22, 23, 27, 28, 29, 30 July 2026

Before: Employment Judge Moore
Mrs Beard
Mrs Hurds

Representation

Claimant: In person

Respondent: Mr Walters, Counsel

JUDGMENT

1. The following complaints of victimisation are not well founded and are dismissed:
 - i. Serve a notice which was biased, not impartial and opinionated with no facts;
 - ii. Alleged that the Claimant had failed to complete a use of force form;
 - iii. Move Claimant from his usual place of work (Swansea custody) to Porthcawl;
 - iv. Singled out the Claimant for an investigation whereas others present were not investigated;
 - v. Whereas other officers also used force, only the Claimant was placed under investigation;
 - vi. Appointed two unsuitable and not independent persons to investigate the March 2023 grievance;
 - vii. In November 2023 mislead the Claimant that the investigation had concluded.
2. The following complaints of victimisation are well founded and succeed. A remedy hearing shall be listed.

In respect of the Claimant's grievance (submitted on 21st March 2023):

 - i. Failed to hold a grievance meetings outside of the grievance policy;
 - ii. On 2nd May 2023 decided to de register the grievance;
 - iii. In respect of the grievance appeal, failed to properly investigate the appeal;

- iv. De registered the grievance appeal;
- v. In November 2023 encouraged witnesses to change their supportive statements to the Claimant's detriment.

Approved by:

Employment Judge Moore

30 July 2026

JUDGMENT SENT TO THE PARTIES ON
05 August 2026

Kacey O'Brien
FOR THE TRIBUNAL OFFICE

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/