



EMPLOYMENT TRIBUNALS

Claimant: Mr M Turner

Respondent: ITEC Training Solutions Ltd

Heard at: Cardiff Employment Tribunal

On: 27 & 28 April 2026

Before: Employment Judge R Harfield

REPRESENTATION:

Claimant: Mr Turner represented himself

Respondent: Mr George (Legal Representative)

JUDGMENT

The decision of the Tribunal is:

1. The Claimant's unfair dismissal claim is not well founded and is dismissed.

Approved by:

Employment Judge R Harfield

28 April 2026

Judgment sent to the parties on:

02 June 2026

For the Tribunal:

Katie Dickson

Note

Reasons for the judgment were given orally at the hearing. Written summary 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. Once written summary reasons are provided a party may request written full reasons within a further 14 days thereafter. If a party requests written summary reasons the Judge made decide to issue written full reasons instead.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments (other than written summary reasons) 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.