



EMPLOYMENT TRIBUNALS

Claimant: S Gibson

Respondent: Guinness Partnership Limited

HELD AT: Manchester (by CVP)

ON: 13 -15 July 2026

BEFORE: Employment Judge Porter
(sitting alone)

REPRESENTATION:

Claimant: Ms K Harris-Small, lay representative

Respondent: Mr A Ismail, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was fairly dismissed.
2. The claim of unfair dismissal is not well-founded and is hereby dismissed.

Approved by
Employment Judge Porter

Date: 15 July 2026

JUDGMENT SENT TO THE PARTIES ON

6 August 2026

FOR THE TRIBUNAL OFFICE

Notes

1. This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was that the judge, the parties and each of the witnesses attending by CVP. A face-to-face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.
2. Summary Reasons for the Judgment having been given orally at the hearing, written summary 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. The tribunal is not required to provide written full reasons unless a written request is presented by either party within 14 days of the sending of the written summary reasons.

Public access to employment tribunal decisions

Judgments 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>