



EMPLOYMENT TRIBUNALS

Claimant: Mr L Peters

Respondent: Next Distribution Ltd

Heard Sheffield by video

ON: 19 August 2026

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Ms J Saffell, solicitor

JUDGMENT

Upon the claimant's claim of unfair dismissal brought pursuant to Part X of the Employment Rights Act 1996:

1. The claimant was unfairly dismissed by the respondent.
2. It is just and equitable that the basic and compensatory awards be reduced by 100% by reason of the claimant's conduct.

Approved by Employment Judge Brain

Date: 19 August 2026

Note - 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.

Public access to employment tribunal decisions

Judgments and full written 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/>