



EMPLOYMENT TRIBUNALS

Claimant: Richard Butterworth

Respondent: John Lewis PLC

Heard at: London South (by video)

On: 10 and 11 September 2026

Before: Employment Judge Evans

Representation

Claimant: in person

Respondent: Mr Wyeth, counsel

JUDGMENT

The complaint of unfair dismissal is not well-founded. The claimant was fairly dismissed.

Employment Judge Evans
Date: 11 September 2026

Sent to the parties on:
Date: 18 September 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, summary or full written reasons will not be provided unless a request was made by either party at the hearing (which it was not) 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

All judgments (apart from those under rule 52) and any 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/>