Case Number: 6002653/2026

EMPLOYMENT TRIBUNALS

Claimant: **Adam Dean**

Respondent: **Sinclair Garages (Newport) Limited**

Heard at: **Midlands West by CVP**

On: **20 and 21 October 2026**

Before: **Employment Judge Close**

Representation:

Claimant: For himself
Respondent: Miss Anna Johns of Counsel

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.

2. It is just and equitable to reduce the basic award payable to the claimant by 100% because of the claimant's conduct before the dismissal.

3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 100%.

Approved by:
Employment Judge Close
21 October 2026

Notes

Full reasons were given orally at the hearing. Written full 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 the 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/