EMPLOYMENT TRIBUNALS

Claimant Mr Henry Obamwonyi

Respondent Gails Limited

Heard at Croydon (by video) **On** 26 October 2026

Before Employment Judge Eoin Fowell

Representation
Claimant In person
Respondent Mr L Austin of counsel, instructed by Integra Legal Limited

JUDGMENT

The complaint of unfair dismissal is dismissed.

_____
Employment Judge Eoin Fowell
Date: 26 October 2026

Sent to the parties on:
Date: 30 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.

Public access to employment tribunal decisions
All judgments (apart from judgments under Rule 51) and any written full reasons for 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).

Recording and Transcription
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/