EMPLOYMENT TRIBUNALS

Claimant:	**Mr G Sandhu**
Respondent:	**KP Snacks Ltd**
Heard at:	Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE
On:	13 October 2026
Before:	Employment Judge Adkinson sitting alone
Appearances	
For the claimant:	Mr E Leach, trade union representative
For the respondent:	Mr J Jenkins, Counsel

JUDGMENT

UPON hearing from trade union representative for the claimant and Counsel for the respondent

AND for the full oral reasons given at the hearing

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The claim of unfair dismissal is dismissed, and
2. The claim for breach of contract (notice pay) is dismissed.

Approved by the Judge

Employment Judge Adkinson

Date: 13 October 2026

JUDGMENT SENT TO THE PARTIES ON

29/10/2026

J. Woolley

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment or order having been given orally at the hearing, written 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

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: https://www.gov.uk/appeal-employment-appeal-tribunal.

Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/.