



EMPLOYMENT TRIBUNALS

Claimant: J Bishop

Respondent: B & Q Limited

Held at: London South Employment Tribunal

On: 4 and 5 December 2024

Before: Employment Judge Burge

Representation

Claimant: In person

Respondent: Mr Piddington, Counsel

JUDGMENT

The Judgment of the Tribunal is:

1. The Claimant was unfairly dismissed by the Respondent.
2. There is a 50% chance that the Claimant would have been fairly dismissed in any event.
3. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the Claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. 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 75%.
5. It is just and equitable to reduce the basic award payable to the Claimant by 75% because of the Claimant's conduct before the dismissal.

Employment Judge **Burge**

Date 5 December 2024

Notes

Reasons for the judgment 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

Judgments and 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/>