



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr O Adetola

**Respondent:** Keychange Charity

**Heard at:** Croydon                      **On:** 28-30 November 2017

**Before:** Employment Judge K Bryant

**Representation:**

Claimant: Mr M Hallen (Solicitor)

Respondent: Ms S Idelbi (Counsel)

## JUDGMENT

1. The Claimant was unfairly dismissed by reason of procedural unfairness. However, his compensatory award is reduced by 100% on the basis that, had a fair procedure been followed, he would have been dismissed in any event. His basic award is reduced by 50% pursuant to section 122(2) of the Employment Rights Act 1996 as a result of contributory conduct. The Respondent is therefore ordered to pay to the Claimant a (reduced) basic award in the sum of £3,592.50 and there will be no further order for compensation.
2. The Claimant was not wrongfully dismissed and that claim therefore fails.

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Employment Judge K Bryant QC

4 December 2017