



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Bates  
**Respondent:** R E Cooke Ltd  
**Heard at:** Nottingham  
**On:** Thursday 21 October 2021  
**Before:** Employment Judge E Legard (sitting alone)

**Representation**

**Claimant:** In person  
**Respondent:** Mr K Springthorpe, Business Development Manager

## JUDGMENT

1. The Judgment of the Tribunal is that the complaint for unfair dismissal is well-founded and it succeeds.
2. The Claimant is awarded the sum of £4,250.

\_\_\_\_\_  
Employment Judge E Legard

Date: 21 October 2021

JUDGMENT SENT TO THE PARTIES ON

.....

.....  
FOR THE TRIBUNAL OFFICE

**Note**

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

**CASE NO: 2603409/2020**

[www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.