



EMPLOYMENT TRIBUNALS

Claimant: Mr Gregory Whittaker
Respondent: Poundland Limited
Heard at: East London Hearing Centre
On: 7 January 2021
Before: Employment Judge G Tobin

Representation

Claimant: In person
Respondent: Mr S Reyes (solicitor)

JUDGMENT

It is the Judgment of the Employment Tribunal that:

1. The claimant was unfairly dismissed, in breach of s94 Employment Rights Act 1996.
2. The Tribunal will deduct 5% of any compensatory award for the claimant's culpable or blameworthy conduct, pursuant to s123(6) Employment Rights Act 1996.
3. The Tribunal will deduct a further 12½% from the claimant's compensatory award for his failure to appeal against his dismissal, pursuant to s207A Trades Union and Labour Relations (Consolidation) Act 1992.

Employment Judge Tobin

7 January 2021

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

All 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.