



EMPLOYMENT TRIBUNALS

Claimant

Mr James Gentle

v

Respondent

Flare Products Limited

Heard at: Cambridge (by CVP)

On: 29 & 30 April 2021

Before: Employment Judge Dobbie

Members: Mrs J Costley and Mr R Eyre.

Appearances

For the Claimant: Adam Griffiths (Counsel).

For the Respondent: Suhayla Bewley (Counsel).

COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals.

This has been a remote hearing on the papers which had not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable during the current pandemic and all issues could be determined in a remote hearing on the papers.

JUDGMENT

1. The Claimant's claim for detriment under s.47E Employment Rights Act 1996 (detriment for making an application for flexible working) succeeds;
2. The Claimant's claim for breach of the Employer's duties in relation to applications for flexible working (under s.80G Employment Rights Act 1996) succeeds; and

3. The Claimant's claim for automatic unfair dismissal under s.104C Employment Rights Act 1996 fails.

Employment Judge Dobbie

Date: 19 May 2021

Sent to the parties on: ...20 May 2021..
THY

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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.