



EMPLOYMENT TRIBUNALS

Claimant

Mr Thomas Batsford

v

Respondent

J D Wetherspoon Plc

Heard at: Bury St Edmunds On: 13,14,15, 16 August 2024

Before: Employment Judge K J Palmer

Members: Mr A Fryer and Mrs C A Smith

Appearances

For the Claimants: In person

For the Respondent: Mr K Zaman (counsel)

JUDGMENT

1. It is the unanimous judgment of this Tribunal that the Claimant's claims in direct age and sex discrimination fail and are dismissed.
2. The Claimant's claim for unfair dismissal succeeds.
3. The Claimant's claim for wrongful dismissal succeeds.
4. There will be a one day remedy hearing before the same Tribunal on **15 November 2024 at the Bury St Edmunds Employment, 1st Floor Triton House, St Andrews Street North, Bury St Edmunds, Suffolk, IP33 1TR.**

Employment Judge K J Palmer

Date: 9 September 2024

Sent to the parties on:
10 September 2024

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 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 is likely to be payable in most but not all circumstances. 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/>