



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr D Needham

**Respondent:** Autism Initiatives Limited

**HELD AT:** Liverpool **ON:** 13, 14, 15 & 16 February 2017

**BEFORE:** Employment Judge Shotter

**REPRESENTATION:**

In person

**Claimant:** Mr J Searle, Counsel

**Respondent:**

## JUDGMENT

The judgment of the Tribunal is the claimant was not unfairly dismissed and his claim for constructive unfair dismissal is not well-founded and is dismissed.

---

Employment Judge Shotter  
16.02.2017

RESERVED JUDGMENT AND REASONS SENT TO THE PARTIES ON  
21 February 2017  
FOR THE TRIBUNAL OFFICE