



EMPLOYMENT TRIBUNALS

Claimant: Mr T Smikle

Respondent: BCP Council

Heard at: Southampton (in person) **On:** 6, 7, 8 February 2023

Before: Employment Judge Mrs Metcalf, Mr Knight

Appearances

For the Claimant: In person

For the Respondent: Ms Bantan , Counsel

JUDGMENT

The claimants claims are dismissed.

Employment Judge Dawson

Date: 9 February 2023

Judgment sent to the Parties: 22 February 2023

FOR THE TRIBUNAL OFFICE

Notes

Reasons

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.

Recoupment

The recoupment provisions do not apply to this judgment.