



EMPLOYMENT TRIBUNALS

Claimant: Mr J R W Styan

Respondent: Wayward Sons Pubs Ltd

HELD in Leeds (hybrid) **ON:** 9 October 2024

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Mr G Collingwood, Director

JUDGMENT

The Judgment of the Employment Tribunal is that:

1. The claimant was dismissed without notice on 23 November 2023 in circumstances in which he was liable to summary dismissal by the respondent. In the circumstances the wrongful dismissal complaint fails.
2. The claimant having been dismissed on 23 November 2023, his complaint that he suffered an unauthorised deduction from his wages for the period between 24 November 2023 and 12 January 2024 fails and stands dismissed.

Employment Judge Brain

Date: 9 October 2024

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 may be payable. 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/>