



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr E Evans

**Respondent:** Cygnet Health Care Limited

**Heard at:** Bristol                      **On:** 2<sup>nd</sup> and 3<sup>rd</sup> March 2020

**Before:** Employment Judge O'Rourke  
Dr Hole  
Ms Maidment

**Representation**

**Claimant:** in person

**Respondent:** Mr Mellis - counsel

## JUDGMENT

1. The Claimant made a protected disclosure on or around 20 June 2018. The Claimant was subject to a detriment when he was told, on 24 July 2018 that due to 'the legal action, it would not be appropriate to go ahead' with a job interview which had been arranged. Whilst the Respondent, when made aware of the withdrawal, offered an independent interview panel, the initial interview offer should not have been withdrawn. The Respondent can further confirm that the manager that made the decision not to proceed with the original interview meeting has since left its employment and that it is reviewing training given to all managers at the Respondent company, to ensure all managers are appropriately trained to deal with those who have made a protected disclosure.
2. This declaration is the claimed remedy in relation to the Claimant's protected disclosure claim.

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Employment Judge O'Rourke

Dated: 3 March 2020

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