



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M North

**Respondent:** Rotherham Metropolitan Borough Council

**Heard: By TEAMS** On: 14 – 25 March 2022

**Before:**

Employment Judge JM Wade  
Mr R Stead  
Mr DW Fields

**Representation**

Claimant: Mr Green (counsel)  
Respondent: Mr McNerny (counsel)

## JUDGMENT

**The unanimous decisions of the Tribunal are:**

- 1 The claimant's complaint of unfair dismissal is well founded.
- 2 The claimant's complaint of wrongful dismissal is dismissed.
- 3 The respondent's failure to investigate her January 2019 grievance properly and its decision to deal with the final grievance appeal on the papers contravened the Equality Act 2010: the were acts of victimisation.
- 4 The claimant's other allegations of victimisation are dismissed.

Employment Judge JM Wade  
Date 25 March 2022

Judgment Sent to the Parties On  
Date 29 March 2022

Note

Judgments and reasons are published online soon after they are sent to the parties. Written reasons, if required, must be requested within fourteen days of this Judgment being sent to the parties. Requests for reasons must be copied to the other party.