



EMPLOYMENT TRIBUNALS

Claimant: Ms D. Philpott

Respondent: Cawdor Cars (Newcastle Emlyn) (R1)
Mr D. K. L. Davies (R2)
Mr. D W Evans (R3)

HELD AT/BY: Wrexham/CVP **on:** 24-28th January, 7th February
& 18-19th May 2022

BEFORE: Employment Judge T. Vincent Ryan
Mrs L. Owen
Ms Y. Neves

REPRESENTATION:

Claimant: Ms Philpott represented herself (a litigant in person)

Respondent: Ms. H. Barney, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's application to amend her claim to include a claim of breach of contract fails and is dismissed.
2. The claimant's application to amend her claim to include claims of detriment and dismissal in relation to public interest disclosures is allowed by consent of the respondent.
3. The claimant was unfairly constructively dismissed by R1 on 13th June 2020; the claimant's claim of Unfair Dismissal is well-founded and succeeds.
4. R1 and R2 treated the claimant unfavourably because of something arising in consequence of her disability; the claimant's claim of discrimination arising from disability is well-founded and succeeds.
5. R1 and R2 victimised the claimant on 1st and 2nd June 2020, and R3 did so on 2nd June 2020; the claimant's claim of Victimisation is well-founded and succeeds.

6. All other claims made against any of the respondents fail and are dismissed, including claims of Harassment (in relation to sex and race), Direct Race Discrimination, Public Interest Disclosure detriment and dismissal, and causing or inducing discrimination and knowingly aiding discrimination in relation to race (nationality).

Employment Judge T.V. Ryan

Date: 19.05.22

JUDGMENT SENT TO THE PARTIES ON 23 May 2022

FOR THE TRIBUNAL OFFICE Mr N Roche

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 (and none such was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.