



Claimant: S Churchill

Respondent: Whitbread

HELD AT/BY: Wrexham by CVP **on:** 23rd-24th January 2023

BEFORE: Employment Judge T. Vincent Ryan
Mr P. Bradney
Mr. S. Head

REPRESENTATION:

Claimant: A Litigant in Person

Respondent: Mr J. McArdle, Legal Executive

JUDGMENT

The unanimous judgment of the Tribunal is:

1. By the respondent's concession, the claimant was a disabled person by reason of a physical impairment at all material times.
2. The claimant was a disabled person by reason of a mental impairment from on or around 15th – 22nd September 2020, and throughout material times thereafter.
3. The claimant's claim that she was subjected to harassment in relation to the protected characteristic of disability fails, and is dismissed.
4. The claimant's disclosures of information were not protected disclosures as alleged. It follows that the claimant's claims that she was subjected to detriment on the ground that she has made a protected disclosure(s) fails, and is dismissed.
5. The claimant did not do a protected act in relation to her victimisation claim, which claim therefore fails, and is dismissed.
6. The claimant's conduct was such as to entitle the respondent to dismiss her without notice; the respondent did not breach the contractual notice provisions. The claim of wrongful dismissal fails, and is dismissed.
7. The claimant was dismissed from her employment on 4th January 2021 (agreed chronology) for a reason related to her conduct and not by reason of

having made a protected disclosure(s). Her claim that she was automatically unfairly dismissed fails, and is dismissed.

Employment Judge T.V. Ryan

Date: 24 January 2023

JUDGMENT SENT TO THE PARTIES ON

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 no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.