



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Birch

**Respondent:** Trafford College Group

**Heard at:** Manchester

**On:** 3, 4, 5 and 6 July 2023

**Before:** Employment Judge K M Ross  
Mr A Egerton  
Mr I Taylor

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Mr N Singer

# JUDGMENT

The unanimous judgment of the Tribunal is:

1. The claimant's claim that she was automatically unfairly constructively dismissed for making protected disclosures, also known as whistleblowing, pursuant to section 103A Employment Rights Act 1996 is not well-founded and fails.
2. The claimant's claim that she suffered detriments on 20 September 2021, 5 October 2021 and 11 October 2021 for making protected disclosures pursuant to section 47B Employment Rights Act 1996 is not well-founded and fails.
3. The claimant's claim that she was automatically unfairly constructively dismissed for health and safety reasons pursuant to section 100(1)(c) Employment Rights Act 1996 is not well-founded and fails.

4. The claimant's claim that she suffered detriment on 20 September 2021, 5 October 2021 and 11 October 2021 for health and safety reasons pursuant to section 44(1)(c) Employment Rights Act 1996 is not well-founded and fails.

Employment Judge K M Ross  
Date:13 July 2023

JUDGMENT SENT TO THE PARTIES ON  
20 July 2023

FOR THE TRIBUNAL OFFICE

**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.

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