



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs W Madge

**Respondent:** Montgomeryshire Family Crisis Centre

**Heard at:** Aberystwyth

**On:** 30<sup>th</sup> & 31<sup>st</sup> October 2023

**Before:** Employment Judge Howden-Evans

## REPRESENTATION:

**Claimant:** Miss Madge, the Claimant's daughter

**Respondent:** Miss Beech (Counsel)

# JUDGMENT

The complaint of unfair constructive dismissal is not well-founded and is dismissed.

**Employment Judge Howden-Evans  
4<sup>th</sup> November 2023**

Judgment sent to the parties on 6 November 2023

For the Tribunal Mr N Roche

### **Judge's Note**

Whilst Mrs Madge did not succeed with her constructive dismissal claim, I wish to note that Mrs Madge is an exceptionally talented lady who has compassionately supported both vulnerable victims of abuse and her colleagues. She is held in the highest regard by those that have worked with her or been supported by her. The character references (and the heartfelt gratitude they express for Mrs Madge's tireless support in their hour of need) are profoundly moving. It is testament to Mrs Madge's skills and character that in the 17 years that she was employed by the Respondent she worked her way up from being housekeeper, residential intervention team leader, female safehouse coordinator, female refuge manager and finally the Refuge Manager for 4 homes (supporting both female and male victims of abuse). I sincerely hope that she is able to find employment that suits her many talents.

I also wish to record that Miss Madge, who was not legally qualified, proved to be an excellent advocate. She was well prepared and presented her mother's case in a calm and professional manner. Her questions were always pertinent and highlighted key aspects of her mother's case. She would be a great asset to the legal professions, if this was something she was interested in pursuing further.

### **Note**

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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