



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Heather Silk  
**Respondent:** Mersea Island Trust  
**Heard at:** East London Hearing Centre  
**On:** 5 and 6 March 2024  
**Before:** Employment Judge Misra K.C.

## **Representation**

**Claimant:** in person with assistance from Ms J Lungley (a friend).  
**Respondent:** Mr. Matthew Bignell of Counsel.

# JUDGMENT

1. The claim for unfair dismissal (s.94, 98 Employment Rights Act 1996) is not well founded and is dismissed.

**Employment Judge Misra KC**  
**7 March 2024**

## **Notes**

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.

## **Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

## **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>