



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D A Thompson

**Respondent:** Conwy & Denbighshire Mental Health Advocacy Services (1)  
Mr E. Williams (2)

**HELD AT/BY:** Wrexham by CVP                      **on:** 21<sup>st</sup> March 2024

**BEFORE:** Employment Judge T. Vincent Ryan

## REPRESENTATION:

**Claimant:** Mrs Thompson represented herself (a “Litigant in Person”)  
**Respondents:** Mr D Jones, Counsel

# PRELIMINARY HEARING JUDGMENT

The judgment of the Tribunal is:

1. The Claimant made the following protected disclosures in accordance with s.43A – s.43C Employment Rights Act 1996:
  - 1.1. On 12 January 2023, in a telephone conversation with Ms K Ross-Bowker she disclosed information which in her reasonable belief was made in the public interest and tended to show failure to comply with a legal obligation in relation to a safeguarding matter and in relation to the liberty, or deprivation of liberty, of a vulnerable adult;
  - 1.2. On 12 January 2023, in a text message to Ms J Hamilton when she disclosed information which in her reasonable belief was made in the public interest and tended to show failure to comply with a legal obligation in relation to a safeguarding matter, in relation to the liberty or deprivation of liberty of a vulnerable adult, in relation to advice given about attempts to raise these matters.
2. The Claimant’s disclosures listed below were not protected disclosures as alleged, namely:
  - 2.1. On 5 January 2023, a Teams message to Ms J Hamilton;

- 2.2. On 9 January 2023, orally to the second respondent and Ms J Hamilton;
  - 2.3. On 12 January 2023, a text message to Ms J Hamilton prior to the Public Interest Disclosure at paragraph 1.1 above (which is therefore not the same text message as at paragraph 1.2 above);
  - 2.4. On 24 January 2023 an email to the second respondent.
3. In consequence of the above, the Claimant's claims that she was subjected to the following detriments by the Respondents, or either of them, are dismissed, namely:
- 3.1. That on 6 January 2023 there was a failure to investigate or respond to a disclosure;
  - 3.2. That on 9 January 2023 there was a failure to investigate or respond to a disclosure;
  - 3.3. That on 11 January 2023 there was an expectation that the Claimant would attend a "bests interests" meeting, absent any investigation into matters raised by her;
  - 3.4. That on 11 January 2023, Ms V Fowell was permitted to attend the said "best interest" meeting;
  - 3.5. That in January 2023, while the Claimant was on sick leave, the second respondent removed the Claimant from AA's and/or another Client's case.

Employment Judge T.V. Ryan

Date: 22 March 2024

Certificate of Correction (para 1.1): 25 March 2024

JUDGMENT SENT TO THE PARTIES ON 25 March 2024

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.