



EMPLOYMENT TRIBUNALS

Claimant: Mrs H Grier

Respondent: St Matthew's Catholic Primary School Governing Body

Heard at: Liverpool **On:** 10, 11, 12, 13 and 14 June 2024

Before: Employment Judge Horne

Members: Mr A Clark
Mr J Murdie

Representatives

For the claimant: in person

For the respondent: Mr D Tinkler, counsel

JUDGMENT

The unanimous decision of the tribunal is as follows:

1. The complaint of detriment on the ground of a protected disclosure is not well founded and is dismissed.
2. This is because:
 - (a) the claimant did not make a protected disclosure;
 - (b) the tribunal does not have jurisdiction to consider the claim in respect of any of the alleged detriments because the claim was presented after the expiry of the statutory time limit for all of them; and
 - (c) in respect of all except one detriment, the tribunal also found that the detrimental act or failure was not done on the ground that the claimant had made the disclosure.
3. If the claimant was constructively dismissed, the dismissal was not unfair under section 103A of the Employment Rights Act 1996.
4. This judgment does not affect the claimant's complaint that she was unfairly dismissed under section 98 of the Employment Rights Act 1996. The tribunal has not yet determined whether the claimant was constructively dismissed within the meaning of section 95(1)(c) of that Act.

Employment Judge Horne
14 June 2024

SENT TO THE PARTIES ON
28 June 2024

FOR THE TRIBUNAL OFFICE

Note:

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party makes a request in writing within 14 days of the date when this judgment is sent to the parties. If written reasons are provided, they will be entered onto the tribunal's online register, which is visible to internet searches.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at 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/>