



EMPLOYMENT TRIBUNALS

Claimant: Mrs V Devlin
Respondent: Secretary of State for Justice
Heard at: Nottingham Tribunal Hearing Centre
On: 7, 8, 9, 10, and 11 October 2024
Before: Employment Judge S Shore
NLM – Mrs J Hallam
NLM – Mr C Tansey

Appearances

For the claimant: In person
For the respondent: Mr D Bayne, Counsel

JUDGMENT AND REASONS ON LIABILITY

JUDGMENT

The unanimous decision of the Tribunal is that:

1. The claimant's claim of harassment of a sexual nature (under to section 26(2) of the Equality Act 2010) is dismissed. It was not presented within the time limits set out in section 123 of the Equality Act 2010 and the Tribunal does not find it just and equitable to extend time.
2. The claimant's claims that she was subjected to two detriments short of dismissal because she made one or more protected disclosures under section 47B of the Employment Rights Act 1996 are determined as follows:
 - 2.1. The protected disclosures contended for by the claimant were not qualifying disclosures as defined in section 43B of the Employment

Rights Act 1996. The claimant cannot rely on a disclosure made by her husband.

- 2.2. The claimant did not make a qualifying disclosure to Alison Clarke on 22 or 23 July 2021.
- 2.3. The claimant's claims of detriment are dismissed.
3. The claimant's claim of victimisation under section 27 of the Equality Act 2010 is dismissed.
4. The claimant's claim of unfair dismissal is dismissed.
5. As the claimant's claims have all been dismissed, there is no requirement to hold a hearing about remedy.

Employment Judge Shore
11 October 2024

Sent to the parties on:

...14 October 2024.....

For the Tribunal Office:

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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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