



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss ML Fiske  
**Respondent** Cygnet (DH) Limited

**HELD AT:** Middlesbrough **ON:** 25 and 26  
November 2024  
**BEFORE:** Employment Judge Aspden

## REPRESENTATION:

**Claimant:** Mr Lloyd  
**Respondent** Ms Ismail, counsel

## JUDGMENT

1. The claimant's claim of unfair dismissal is well founded.

Employment Judge Aspden

Date 5 December 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/>