



# EMPLOYMENT TRIBUNALS

**Claimant:** Rachael Hall

**Respondents:** Tarran & Co Financial Planning Limited

**Heard at:** Newcastle Employment Tribunal

**On:** 11<sup>th</sup>, 12<sup>th</sup> and 13<sup>th</sup> December 2024

**Before:** Employment Judge Sweeney  
Sheila Don  
Peter Chapman

## Appearances

For the Claimant, Mr Finlay, counsel

For the Respondent, Mr Ali, counsel

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The following complaints are not well-founded and are dismissed:
  - 1.1 The complaint under section 48 Employment Rights Act 1996 ('**ERA**') that the Claimant was subjected to detriments in contravention of section 47B of that Act.
  - 1.2 The complaint under section 111 and section 103A ERA that the reason or principal reason for the Claimant's dismissal was that she had made a protected disclosure within the meaning of section 43A of the Act.
  - 1.3 The complaint under section 111 and section 104 ERA that the reason or principal reason for the Claimant's dismissal was that she had alleged that the employer had infringed a right of hers which was a relevant statutory right.

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Employment Judge Sweeney

Date: **13 December 2024**

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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**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/>