



EMPLOYMENT TRIBUNALS

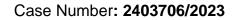
<u>____</u>

Claimant				Respondent
С		v		ASDA Stores Limited
Heard at:	Mano	hester	On:	10, 11, 12 ,13, 14 March 2025
Before: Employment Judge Kenward Mr D Mockford Mr I Taylor			e Kenward	
Appearance For the Clair For the Resp	mant:	in person Ms J Heard,	Counsel	

JUDGMENT

- 1. The Claimant's complaint of unfair (constructive) dismissal, contrary to Employment Rights Act 1996 sections 95(1)(c), 98 and 111, is not well-founded and is dismissed.
- 2. The Claimant's complaint of unfair dismissal by reason of having made a protected disclosure, contrary to Employment Rights Act 1996 sections 103A and 111, is not well-founded and is dismissed.
- 3. The Claimant's complaint of victimisation by being subjected to detriment by reason of having made a protected disclosure, contrary to Employment Rights Act 1996 section 47B, is not well-founded and is dismissed.
- 4. The Claimant's complaint of victimisation, contrary to Equality Act 2010 section 27, is not well-founded and is dismissed.

Approved by Employment Judge Kenward Dated 14 March 2025





Sent to the parties on 4 April 2025

For the Tribunal office

<u>Notes</u>

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 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: <u>https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/</u>