



## **EMPLOYMENT TRIBUNALS**

Claimant

Respondent

**C**

**v**

**ASDA Stores Limited**

Heard at: **Manchester**

On: **10, 11, 12 ,13, 14 March 2025**

Before: **Employment Judge Kenward  
Mr D Mockford  
Mr I Taylor**

### **Appearances**

For the Claimant: **in person**

For the Respondent **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



Case Number: **2403706/2023**

Sent to the parties on  
4 April 2025

For the Tribunal office

### **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/>