



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Lowe

**Respondent:** South Cambridgeshire District Council

**Heard at:** Bury St Edmunds

**On:** 22, 23, 24, 27, 28, 29, 30 January 2025  
6 February 2025 (in chambers)  
3 April 2025 (by video)

**Before:** Employment Judge Graham

**Members:** Mrs A Buck  
Mr C Grant

**Representation**  
**Claimant:** Ms J Learmond-Criqui, Solicitor  
**Respondent:** Ms L Halsall, Counsel

## JUDGMENT

1. The Claimant did not make a protected disclosure. The complaints of detriment and automatic unfair dismissal fail and are dismissed.
2. The complaint of unfair dismissal fails and is dismissed.

Approved by:

**Employment Judge Graham**  
**3 April 2025**

JUDGMENT SENT TO THE PARTIES  
ON 9 MAY 2025

FOR THE TRIBUNAL OFFICE

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

[www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)