



# EMPLOYMENT TRIBUNALS

**Claimant:** James Pollard

**Respondent:** Southeast Access Limited

**Heard at:** London South (in public by video) **On: 20 21 and 22 May 2025**

**Before:** Employment Judge N Wilson  
S Townsend (non legal member)  
R Effeny (non legal member)

## Appearances

For the claimant: Mr Pollard (in person)  
For the respondent: Ms L Mankau (counsel)

# JUDGMENT

1. The complaint of automatic unfair dismissal for making protected disclosures is not well-founded and is dismissed.
2. The complaint of direct sex discrimination is not well-founded and is dismissed.
3. The complaint of Wrongful Dismissal notice pay is not well founded and is dismissed.

Reasons for the Judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

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All judgments and written reasons for the judgments (if provided) are published in full, online at [www.gov.uk/employment-tribunal-decisions](https://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

Employment Judge N Wilson  
Dated: 22 May 2025

Sent to the parties on:

23<sup>rd</sup> May 2025

For the Tribunal Office:

O.Miranda