



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Murphy

Respondent: Future Directions CIC

Heard at: Manchester (by CVP)

On: 24-25 June 2025

Before: Employment Judge Phil Allen (sitting alone)

REPRESENTATION:

Claimant: In person

Respondent: Ms C Souter, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The claim of unfair dismissal is not well-founded. The claimant was not unfairly dismissed.

Employment Judge Phil Allen

25 June 2025

JUDGMENT SENT TO THE PARTIES ON

29 July 2025

FOR THE TRIBUNAL OFFICE

Notes

Reasons for this 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:

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