



# EMPLOYMENT TRIBUNALS

**Claimant:** Emma Harrop

**Respondent:** Lynx Support Services Limited

**Heard:** in Sheffield

**On:** 26 and 27 June 2025

**Before:** Employment Judge Ayre, sitting alone

## Representation

**Claimant:** In person

**Respondent:** Mr M Cameron, consultant

# JUDGMENT

The claim for automatic unfair dismissal is not well founded. It fails and is dismissed.

Approved by  
Employment Judge Ayre  
Date: 27 June 2025

## Notes

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.

## Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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/>