



# EMPLOYMENT TRIBUNALS

**Claimant:** Sienna Farrance

**Respondent:** John Parker International Limited

**Heard at:** London South (by video)

**On:** 7 & 8 August 2025

**Before:** Employment Judge Evans

## Representation

**Claimant:** in person

**Respondent:** Mrs Singh, solicitor

# JUDGMENT

1. The name of the respondent is amended by consent to John Parker International Limited.
2. The claimant was not dismissed. Her claim of unfair dismissal therefore fails and is dismissed.

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Employment Judge Evans

Date: 8 August 2025

JUDGMENT SENT TO THE PARTIES ON  
4 September 2025

For the Tribunal Office

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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**

All judgments (apart from those under rule 52) and any 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/>