



## EMPLOYMENT TRIBUNALS

Claimant

**Mr J Smith**

Respondent

v

**Tiles UK Limited**

Heard at: **Manchester (by video)** On: **2 December 2025**

Before **Employment Judge Kenward (sitting alone)**

Appearances

For the Claimant: **written representations**

For the Respondent: **Ms L Quigley (Counsel)**

## JUDGMENT ON APPLICATION FOR INTERIM RELIEF

1. The Claimant's application for interim relief is not well founded and is dismissed.
2. In relation to the Claimant's complaint of unfair dismissal on the ground of having made a protected disclosure (contrary to Employment Rights Act 1996 section 103A), a preliminary hearing will be listed for case management purposes subject to receipt and initial consideration of the Response from the Respondent.

Approved by  
**Employment Judge Kenward**

Dated 2 December 2025

Sent to the parties on  
4 December 2025

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.

Judgments 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.

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/>