



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms I Rogers

**Respondent:** Marlow Education Trust

**Heard at:** Watford Employment Tribunal

**On:** 2 December 2025

**Before:** Employment Judge Arullendran

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mrs Sarah Hornblower (counsel)

## JUDGMENT

The Judgment of the Employment Tribunal is as follows:

1. The claim of **victimisation contrary to section 27 of the Equality Act 2010 on the grounds the respondent removed the claimant from the SEN drive on 11 October 2023** is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
2. The claim of **victimisation contrary to section 27 of the Equality Act 2010 on the grounds that the claimant was excluded from the birthday celebrations in September 2023** is struck out under Employment Tribunal Rule 38(1)(a) because it has no reasonable prospect of success.
3. The claim of **whistleblowing detriment on the grounds the respondent removed the claimant from the SEN drive on 11 October 2023** is not struck out under Employment Tribunal Rule 38(1)(a) and shall proceed to a final hearing.

Approved by:

**Employment Judge Arullendran**

**2 December 2025**

Judgment sent to the parties on:

17 December 2025

For the Tribunal:

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)