



# EMPLOYMENT TRIBUNALS

Claimant: Mr R Oakden

Respondent: Park Hall Financial Services Limited

Heard at: Nottingham

Heard on: 21 – 25 July 2025  
19 November 2025  
Deliberations on 3 September 2025

Before: Employment Judge Victoria Butler  
Ms J Dean  
Ms J Morrish

## Representation

Claimant: Mr L Turner, HR Representative  
Respondent: Mr L Bronze, Counsel

# JUDGMENT

The unanimous decision of the Employment Tribunal is:

1. The Claimant's claims of constructive unfair dismissal, automatically unfair dismissal, whistleblowing detriment and wrongful dismissal fail and are dismissed.
2. The Respondent's application for costs fails and is dismissed.

**Approved by:**

**Employment Judge Victoria Butler**

**Dated: 19 November 2025**

Sent to the parties on

...30 December 2025.....

For the Employment 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.

Public access to employment tribunal decisions

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.

Recordings

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 which can be found here:

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