



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms F Dennis

**Respondents:**

1. Keys Academies Trust
2. Mr M Barwise
3. Ms S Byford
4. Mr J Hebblethwaite

**Heard at:** Reading Employment Tribunal – fully remotely  
**On:** 1 to 5 and 8 and 10 December 2025  
(9 December 2025 in chambers)

**Before:** Employment Judge George  
**Members:** Ms D Ballard  
Ms B Osbourne

**Representation**  
**Claimant:** Self-representing  
**Respondents:** Mr M Williams, counsel

# JUDGMENT

1. The name of the first respondent is changed to Keys Academies Trust.
2. It was reasonably practicable for the complaint of unauthorised deduction from wages to be presented within three months of the date of the payment of wages from which the alleged deduction was made. It was not presented within three months of the day of the payment of wages from which the alleged deduction was made. The employment tribunal does not have jurisdiction to consider it and it is dismissed.
3. The complaint of automatic unfair dismissal for the reason or principle reason of health & safety grounds within s.100(1)(d) Employment Rights Act 1996 is not well founded and is dismissed.
4. The complaint of direct disability discrimination is not well founded and is dismissed.
5. The complaint of discrimination for a reason arising in consequence of disability is not well founded and is dismissed.
6. The complaint of breach of the duty to make reasonable adjustments is not well founded and is dismissed.

7. For the avoidance of doubt, this disposes of the entire claim.

Approved by:

Employment Judge George

11 December 2025

JUDGMENT SENT TO THE PARTIES ON

8 January 2026

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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. 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 here:

[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/)