



EMPLOYMENT TRIBUNALS

Claimant: Miss E Flynn

Respondent: Rochdale AFC Community Trust

HELD AT: Manchester

ON: 8-12 December 2025

BEFORE: Regional Employment Judge Franey
Ms A Gilchrist
Ms S Khan

REPRESENTATION:

Claimant: Mr E Flynn (Claimant's father)

Respondent: Mr R Bradley (Director)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

Liability

1. It is just and equitable to extend time to 18 September 2023 to enable the Tribunal to have jurisdiction over the complaint of sexual harassment. That complaint is well founded. On 29 April 2023 the claimant was subjected to harassment related to sex contrary to section 26 Equality Act 2010.
2. The complaints of breach of contract and of a breach of the Working Time Regulations 1998 in relation to hours worked on a residential trip in August 2023 fail and are dismissed.
3. The complaints of victimisation contrary to section 27 Equality Act 2010 fail and are dismissed.
4. The claimant's resignation was a constructive dismissal under section 95(1)(c) Employment Rights Act 1996. The unfair dismissal complaint is well founded. The claimant was unfairly dismissed.

Remedy

5. For unfair dismissal the Tribunal makes a basic award of £692 but no compensatory award. The recoupment regulations do not apply.

6. For harassment the Tribunal makes an award of £8,500 compensation for injury to feelings together with interest of £1,781.60, making a total of **£10,281.60**.

7. The total amount payable by the respondent to the claimant under this judgment is **£10,973.60**.

Approved by

Regional Employment Judge Franey

12 December 2025

JUDGMENT SENT TO THE PARTIES ON

12 February 2026

FOR THE TRIBUNAL OFFICE

Notes

1. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

2. Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

3. 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/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2409305/2023**

Name of case: **Miss E Flynn** v **Rochdale AFC
Community Trust**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 12 February 2026

the calculation day in this case is: 13 February 2026

the stipulated rate of interest is: **8% per annum**.

Paul Guilfoyle
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.
2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.