



EMPLOYMENT TRIBUNALS

Claimant: A

Respondent: XY

Heard: in Sheffield on 7,8,9,12,13,14 and 15 January and 11 February 2026

Before: Employment Judge Ayre
Mr T Fox
Ms J Lee

Representation

Claimant: Damian Robson, solicitor (in a personal capacity)

Respondent: Harry Wiltshire, counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claim of constructive unfair dismissal is not well founded. It fails and is dismissed.
2. The claim of whistleblowing detriment is not well founded. It fails and is dismissed.
3. The claim of direct disability discrimination is not well founded. It fails and is dismissed.
4. The claim of direct sex discrimination is not well founded. It fails and is dismissed.
5. The claim of harassment related to disability is not well founded. It fails and is dismissed.
6. The claim of harassment related to sex is not well founded. It fails and is dismissed.

Approved by:
Employment Judge Ayre
11 February 2026

Notes

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.

Recording and Transcription

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/>