



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Warby
Respondent: DCI Fire Protection Limited

Heard at: Cardiff

On: 2nd-6th March 2026

Before: Employment Judge A Williams
Tribunal Member R Hartwell
Tribunal Member M Walters

REPRESENTATION:

Claimant: In person
Respondent: Mr Alex Lawson, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's claim of harassment related to sex was not present within the applicable time limit and it is not just and equitable to extend time. The complaint of harassment related to sex is therefore dismissed.

2. The Claimant's claim of harassment related to sex is not well-founded and is dismissed.
3. The Claimant's claim of constructive dismissal is not well-founded is dismissed.
4. The Claimant's claim of unfair dismissal is not well-founded and is dismissed.

Employment Judge Williams

Authorised for issue on:

6th March 2026

Judgment sent to the parties on:
16 March 2026

For the Tribunal:
Kacey O'Brien

Note

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

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