



# EMPLOYMENT TRIBUNALS

**Claimant**                      **AMS**  
**Respondent**                    **SCOT GROUP LIMITED**

**Heard at:**                      **Exeter**                      **On: 2<sup>nd</sup> – 6<sup>th</sup> March 2026**

**Before:**                      **Employment Judge David Hughes**  
                                     **Mrs V Blake**  
                                     **Ms R Clarke**

## JUDGMENT

1. The Claimant's claims for wrongful dismissal/notice pay, whistleblowing detriment, automatically unfair dismissal, dismissal for asserting a statutory right, direct disability discrimination, discrimination arising from disability and disability arising from discrimination are not well-founded and are dismissed.
2. The Claimant's claim in respect of holiday pay is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages by failing to pay the Claimant for holidays accrued but not taken on the date the claimant's employment ended.
3. The Respondent shall pay the Claimant £23.33. The claimant is responsible for paying any tax or National Insurance.
4. The Claimant's claim in respect of breach of contract is well-founded, but the breach did not cause the Claimant any loss and the Tribunal does not award her any compensation.

Employment Judge David Hughes  
Date 08.03.2026

JUDGMENT SENT TO THE PARTIES ON  
23 March 2026

Note

Reasons for the decision 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.