



EMPLOYMENT TRIBUNALS

Heard at: London South

On: 18, 19 and 20 March 2026

Claimant: Mrs T Toure

Respondent: Dintgrade Limited

Before: Employment Judge Ramsden

Representation:

Claimant Mr M Toure, the Claimant's husband and lay representative

Respondent Mr Lawson, Solicitor

JUDGMENT

1. The Claimant's complaint of constructive unfair dismissal is well-founded and succeeds
2. There is no basis for the Tribunal to make a *Polkey* deduction to any compensatory award to be made to the Claimant.

Approved by:
Employment Judge Ramsden
Date: **20 March 2026**

JUDGMENT SENT TO THE PARTIES ON:
25 March 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.

Public access to employment tribunal decisions

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.

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/>