



EMPLOYMENT TRIBUNALS

Claimant: Ms J Constable

Respondent: Carers Trust Crossroads West Wales

Heard at: Cardiff; by video

On: 24 March 2026

Before: Employment Judge R Harfield

REPRESENTATION:

Claimant: Ms Constable represented herself

Respondent: Ms Nicholls (Counsel)

JUDGMENT

The decision of the Tribunal is:

1. It is not likely that on determining the complaint at the final hearing the tribunal will find that the reason or principal reason for dismissal is that the Claimant made a protected disclosure or disclosures. The application for interim relief is therefore refused.
2. As I explained to the Claimant, I have made no findings at all about the substance of her case. The interim relief application decision is made on the basis of a summary, predictive assessment on the limited information available at that time, looking at whether the Claimant has a pretty good chance of establishing this complaint at the final hearing. Her protected disclosure dismissal claim can and will still proceed as normal through the employment tribunal system, unaffected by the interim relief decision I made, with the next step being the Respondent filing their ET3 response, and the tribunal listing a case management preliminary hearing to then case manage the complaint. The claim proceeds only as a protected disclosure dismissal complaint because the other complaints brought by the Claimant were rejected due to the Claimant not having undertaken Acas early conciliation.

Approved by:
Employment Judge R Harfield
24 March 2026

Judgment sent to the parties on:

2 April 2026
For the Tribunal:

Miriam Drake

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.

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