



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs P Gumus

**Respondent:** Edge Hill University

**HELD AT:** Manchester

**ON:** 23<sup>rd</sup>, 24<sup>th</sup>, 25<sup>th</sup>, 26<sup>th</sup> &  
27<sup>th</sup> March 2026

**BEFORE:** Employment Judge Anderson

## REPRESENTATION:

**Claimant:** In Person

**Respondent:** Mr Powell (Counsel)

# JUDGMENT

1. It was reasonably practicable for the Claimant to submit her claims of whistleblowing detriment within the primary time limit. Therefore, the Tribunal does not have jurisdiction to consider these complaints. Had the complaints been submitted in time, they would not be upheld in any event. Therefore, the complaints of whistleblowing detriment are not well founded and are dismissed.
2. The complaint of constructive dismissal is not well founded and is dismissed.
3. The complaint of automatically unfair dismissal under s.103A Employment Rights Act is not well founded and is dismissed.

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Employment Judge Anderson

27<sup>th</sup> March 2026

JUDGMENT SENT TO THE PARTIES ON  
20 May 2026

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.

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Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employmenttribunal-decisions](http://www.gov.uk/employmenttribunal-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/>