



EMPLOYMENT TRIBUNALS

Claimant: Ms R Elley

Respondent: Advanced Fire Protection Ltd

Heard at: Cardiff; in person

On: 14 15 18 19 21 22 May
2026

Before: Employment Judge R Harfield

REPRESENTATION:

Claimant: Ms Elley (Claimant's sister in law)

Respondent: Mr Ratledge (Counsel)

JUDGMENT

The Judgment of the Tribunal is as follows:

1. The constructive unfair dismissal claim succeeds; the Claimant was unfairly dismissed;
2. The complaints of discrimination arising from disability, failure to make reasonable adjustments, harassment related to disability, direct sex discrimination, harassment related to sex, and breach of the flexible working regulations are not well founded and are dismissed.

Approved by:
Employment Judge R Harfield
23 May 2026

Judgment sent to the parties on:
11 June 2026
For the Tribunal:
Katie Dickson

Note

Reasons for the judgment were given orally at the hearing. Written summary 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. Once written summary reasons are provided a party may request written full reasons within a further 14 days thereafter. If a party requests written summary reasons the Judge may decide to issue written full reasons instead.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments (other than written summary reasons) 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.