



EMPLOYMENT TRIBUNALS

Claimant: Miss. Nicola Lancaster

Respondent: Lincolnshire County Council

Heard at: Lincoln

On: 12th June 2026

Before: Employment Judge Heap

Members: Mr. C Goldson
Mr. G Edmondson

Representation

For the Claimant: Mr. I Reynolds – Lay Representative

Respondent: Mr. A Webster - Counsel

JUDGMENT

1. The Respondent is Ordered to pay to the Claimant the gross sum of **£31,283.92** less payments for tax and national insurance which must be accounted for to HMRC.
2. No sums are Ordered to be paid under Section 24(2) Employment Rights Act 1996 in respect of any loss of interest on savings and investments.
3. The Claimant's application for a Preparation Time Order is refused.

Approved by:

Employment Judge Heap

Dated: 12 June 2026

Sent to the parties on

...20 June 2026.....

For the Employment Tribunal

.....

Notes:

Written reasons

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

Public access to employment tribunal decisions

All Judgments (apart from Judgments under Rule 51) and any written 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

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/