



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs M Harding

v

Aspire Academies Trust

Heard at: Watford, in person and via
Cloud Video Platform
("CVP")

On: 2-5 June 2026

Before: Employment Judge Hyams, sitting alone

Appearances:

For the claimant:

Mr Robin Pickard, of counsel

For the respondent:

Mr Carl Rix, of counsel

JUDGMENT

1. The claimant was not dismissed unfairly. Her claim of unfair dismissal therefore does not succeed.
2. That claim had no reasonable prospect of success and was pursued unreasonably. The claimant must pay the respondent £1500 as a contribution towards the respondent's costs.

Approved by Employment Judge Hyams

On 5 June 2026

JUDGMENT SENT TO THE PARTIES ON
2 July 2026

FOR THE TRIBUNAL OFFICE

Notes

Full reasons for the judgment and the above costs order having been given orally at the hearing and no request for written reasons in either respect having been made at that hearing, written reasons will not be provided in this case unless a written request is presented by either party within 14 days of the sending of this written record of the decision. If written reasons are provided in this case then they will be full written reasons and will accordingly be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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/