



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4100008/2025

Held in Glasgow via Cloud Video Platform (CVP) on 5 June 2026

Employment Judge E Mannion

Mrs C Hazard

**Claimant
In person**

Reach Lanarkshire Autism

**Respondent
Represented by
Ms Maguire-
Solicitor**

ORAL JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The judgment of the Tribunal is that

1. The letter sent by the respondent on 6 February 2025 is without prejudice and so inadmissible. It cannot therefore be relied upon as a detriment for the claimant's victimisation claim.
2. The amendment application is granted so as to include:
 - a. The tribunal claim as a protected act
 - b. The statements from Simon Doherty on 26 February 2025 that the claimant "better be squeaky clean if she intends to continue with her tribunal claim" and that the claimant was "actually a nice person but on paper a thunder cunt" as detriments to the victimisation claim
 - c. The removal of access to her email account on 13 March 2025 as a detriment to the victimisation claim
 - d. The resignation of the claimant on 22 May 2025 as a detriment to the victimisation claim
3. The amended ET1 and amended further and better particulars of claim therefore set out the entirety of the claimant's claim against the respondent, including the tribunal claim as a protected act.
4. The amendment is granted on the date it was made, namely 19 February 2026 and so time bar remains an outstanding issue.

An Oral Judgment with summary reasons was delivered at the hearing and accordingly no written summary reasons are attached to the note. Should either party require the provision of written summary reasons they can apply in writing within 14 days of receipt of this judgment under Rule 60 of the Employment Tribunal Procedure Rules 2024.

Either party can seek reconsideration of this judgment under Rule 68 of the Employment Tribunal Procedure Rules 2024. An application should be made in writing within 14 days of the judgment setting out why it is necessary in the interests of justice to reconsider it.

Date sent to parties

19 June 2026