



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Rothery

Respondents: (1) Dolce Limited
(2) Edsential Community Interest Group (R2)

Heard at: Liverpool (in person)

On: 20, 21, 22, 23 &
24 July 2026

Before: Employment Judge Shotter

REPRESENTATION:

Claimant: In person (supported by Mr Rothery, husband and notetaker)

Respondent 1: Ms Kite, counsel

Respondent 2: Mr Breen, Counsel

JUDGMENT

The Judgment of the Tribunal is:

1. The claims of detriment 3.1.4 and 3.1.5 were presented within the applicable time limit. The claimant's complaint of being subjected to detriment 3.1.4 and 3.1.5 for making a protected disclosure is not well-founded and is dismissed.
2. The claims of detriment 3.1.41, 3.1.2 and 3.1.3 were not presented within the applicable time limit. It was reasonably practicable to do so. The claims of detriment 3.1.41, 3.1.2 and 3.1.3 are therefore dismissed. In the alternative, the complaints are not well-founded and dismissed.

3. The claim brought under section 26 of the Equality Act 2010 was not presented within the applicable time limit, it is not just and equitable to extend the time limit and the claim is dismissed. In the alternative, the complaint of harassment related to disability is not well-founded and is dismissed.

Approved by:

Employment Judge Shotter

24 July 2026

Judgment sent to the parties on:

29 July 2026

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For the Tribunal:

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/

