



EMPLOYMENT TRIBUNALS

Claimant: Kim de Villiers

Respondent: Wave Multi Academy Trust

Heard on: Cloud Video Platform (CVP)

On: 25 and 26 June 2026

Before: Employment Judge Winfield

Representation

Claimant: In person

Respondent: Russell Holland, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's claim for constructive unfair dismissal is not well founded and is dismissed.

*Approved by
Employment
Judge Winfield*

Date: 23 July 2026

Sent to the parties on
6 August 2026

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

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and 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

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>