



EMPLOYMENT TRIBUNALS

Claimant: Mrs G Morfitt

Respondent: The Warren of Hull Limited

Heard at: Hull **On:** 3 – 7 August 2026

Before: Employment Judge Miller
Mr N Pearce
Ms N Arshad-Mather

Representation

Claimant: In person

Respondent: Mr P Morgan – counsel

JUDGMENT

Unfair Dismissal

1. The complaint of unfair dismissal pursuant to section 98 Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed.
2. The complaint of automatically unfair dismissal pursuant to section 103A Employment Rights Act 1996 is not well founded and is dismissed.

Detriment for making protected disclosures

3. The following complaints of being subjected to detriment for making a protected disclosure are well-founded and succeed:
 - a. Failing to properly investigate a claim against the claimant made on 13 February 2025 by an external organisation with whom the respondent works.
4. The remaining complaints of being subjected to detriment for making a protected disclosure are not well-founded and are dismissed.

Harassment

5. The complaint of harassment related to race is not well-founded and is dismissed.

Victimisation

6. The following complaints of victimisation are well-founded and succeed:
 - a. Failing to properly investigate a claim against the claimant made on 13 February 2025 by an external organisation with whom the respondent works.
 - b. Dismissing the claimant
7. The remaining complaints of victimisation are not well-founded and are dismissed.

Approved by

Employment Judge **Miller**

Date: 7 August 2026

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 and full 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.