



EMPLOYMENT TRIBUNALS

Claimant: Miss B Mills

Respondent: The Co-operative Academies Trust

Heard at: Manchester

On: 6 May 2026

Before: Employment Judge Phil Allen

REPRESENTATION:

Claimant: In person

Respondent: Mr C McDevitt, counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The complaints of unfair dismissal (including for automatic unfair dismissal), detriment for making a protected disclosure and breach of contract were not presented within the applicable time limit. It was reasonably practicable to do so. The complaints are therefore dismissed.
2. The complaint of sexual harassment was not presented within the applicable time limit. It is not just and equitable to extend the time limit. The complaint is therefore dismissed.
3. The hearing listed for 7 September 2026 is cancelled.

Employment Judge Phil Allen

6 May 2026

JUDGMENT SENT TO THE PARTIES ON
11 June 2026

FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for this 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 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/>