



EMPLOYMENT TRIBUNALS

Claimant: Ms T L Smith Dewhurst

Respondent: Simpsons Skoda

Heard at: Manchester Employment
Tribunal (by CVP)

On: 19th June 2026

Before: Employment Judge Thompson
(sitting alone)

REPRESENTATION:

Claimant: Mr Smith (Claimant's father)

Respondent: Mr Esmond, solicitor

JUDGMENT ON PRELIMINARY HEARING IN PUBLIC

1. The complaint of automatic unfair dismissal pursuant to section 104 of the Employment Rights Act 1996 is struck out under Rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024 because it has no reasonable prospect of success.
2. The complaint of victimisation pursuant to section 27 of the Equality Act 2010 is struck out under Rule 38(1)(a) of the Employment Tribunal Procedure Rules 2024 because it has no reasonable prospects of success.

Employment Judge Thompson

Date 19th June 2026

SENT TO THE PARTIES ON
20 August 2026

FOR THE TRIBUNAL OFFICE

(1) Any person who without reasonable excuse fails to comply with an Order to which section 7(4) of the Employment Tribunals Act 1996 applies shall be liable on summary conviction to a fine of £1,000.00.

(2) Under rule 6, if this Order is not complied with, the Tribunal may take such action as it considers just which may include (a) waiving or varying the requirement; (b) striking out the claim or the response, in whole or in part, in accordance with rule 37; (c) barring or restricting a party's participation in the proceedings; and/or (d) awarding costs in accordance with rules 74-84.

(3) You may apply under rule 29 for this Order to be varied, suspended or set aside.

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 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/>