



EMPLOYMENT TRIBUNALS

Claimant:
Ms A Galpin

v

Respondent
Ramsgate Care Limited

Heard at: London (South) (via CVP)

On: 6 August 2026

Before: Employment Judge Fredericks-Bowyer

Appearances

For the claimant: In Person

For the respondent: no appearance

RECONSIDERATION

1. The respondent's application for the interim relief order in this case to be varied or revoked is dismissed because there is no reasonable prospect of the order being varied or revoked.
2. Within 7 days of the sending of this document, it is **ordered that** the respondent confirm it has complied with the interim relief order, and on what date.

REASONS

1. I am asked to vary or revoke the interim relief order in the case on the basis that (1) it had no notice of the hearing and (2) the claimant was dismissed by reason of conduct and so should not have been able to establish that she was likely dismissed for protected disclosures made.
2. The respondent admits that notice of a hearing was sent to the correct address. It has picked up other correspondence at the location, which has prompted the application. There is no sworn witness statement from the respondent supporting the bald assertions made on its behalf by its legal adviser. I do not consider the application discloses a reasonable prospect of establishing the notice of a hearing was not properly served on the respondent.

3. The application asserts the claimant was dismissed due to complaints about her language and conduct, including being intoxicated at work. Made alone and baldly, without any witness evidence supporting the application, I cannot simply accept that submission as being something that could dislodge a provisional view made in a hearing properly convened where I heard from the party which attended. I do not consider that the raising of this issue means there is a reasonable prospect of my decision being varied or revoked, in circumstances where I consider it far more likely than not that the notice of a hearing was sent to the respondent and so the respondent had the opportunity to attend the hearing.
4. It follows that the application has no reasonable prospect leading to the varying or revocation of the order. It is consequentially dismissed. I understand that the order for interim relief has not been complied with. I direct the respondent confirm the order has been complied with. Failure to do so can have serious consequences.

Approved by: Employment Judge Fredericks-Bowyer

6 August 2026