



EMPLOYMENT TRIBUNALS

Claimant: Mrs Nicola Land
Respondent: Ibstock Parish Council
On: 10, 11, 12 and 13 August 2026
Before: Employment Judge Ahmed (sitting alone)
At: Leicester (by CVP on 13 August 2026)

Representation

Claimant: In person
Respondent: Ms Liz Cunningham of counsel

JUDGMENT

1. The Claimant was constructively and unfairly dismissed;
2. The Respondent is ordered to pay to the Claimant compensation for unfair dismissal of £24,609.46 net in accordance with the Schedule below;
3. The Recoupment Regulations do not apply;
4. The Claimant's application for a preparation time order is dismissed upon withdrawal.

SCHEDULE

Basic award:	£11,239.89
Compensatory award:	£13,369.57
Total award:	£24,609.46

Approved by:

Employment Judge Ahmed

Dated: 13 August 2026

Sent to the parties on

...12 September 2026.....

For the Employment Tribunal

...Elliot Barker.....

Notes

Summary reasons for the judgment having been given orally at the hearing, full 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/>