



EMPLOYMENT TRIBUNALS

Claimant: Ms M Harris

Respondents: 1) British Council
2) Flexy Corporation Limited
3) Impellam Group Limited
4) Carbon60 Limited

Heard at: Reading **On:** 5, 6, 7, 10, 11 and 12 August 2026

Before: Employment Judge Hawksworth

Appearances:

The claimant: represented herself
For the first respondent: Mr K Zaman (counsel)
For the second,
third and fourth respondents: Mr D Flood (counsel)

JUDGMENT

1. The claims against the third and fourth respondents are dismissed on withdrawal.
2. The claimant was a worker of the first and second respondents within the meaning of section 43K of the Employment Rights Act 1996.
3. The claimant made protected disclosures under section 43B of the Employment Rights Act 1996.
4. The claimant was not subjected to a detriment on the ground that she made a protected disclosure. The claims against the first and second respondents fail and are dismissed.

Approved by:
Employment Judge Hawksworth

Date: 12 August 2026

Sent to the parties on: 17 September 2026

For the Tribunals Office

Note:

Summary 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:

All judgments and written full reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at www.gov.uk/employment-tribunal-decisions

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 is likely to be payable in most but not all circumstances. 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/>