



EMPLOYMENT TRIBUNALS

Claimant: Dawn Van Mourik Blount

Respondent: Kirklands Care Limited

JUDGMENT

1. The claim was presented in the Employment Tribunal on 17 February 2026. The respondent has failed to present a response. The Employment Judge has decided that a determination can properly be made of the claim, or part of it, in accordance with rule 22 of the Rules of Procedure.
2. The complaint of being subjected to detriment for making protected disclosures is well-founded and succeeds.
3. The complaint of being automatically unfairly dismissed for making protected disclosures is well-founded and succeeds
4. The claim succeeds and the remedy to which the claimant is entitled will be determined at a Remedy Hearing.
5. The hearing listed on 3 August 2027 is cancelled.

Approved by:

Employment Judge Barker

11 September 2026

JUDGMENT SENT TO THE PARTIES ON

17 September 2026

FOR THE TRIBUNAL OFFICE