



EMPLOYMENT TRIBUNALS

Claimant: E Anning

Respondent: National Crime Agency

HEARD AT: Manchester

On: 11-15 May + 20-22 July 2026

BEFORE: Employment Judge Batten
M Plimley
M Stemp

REPRESENTATION:

For the Claimant: A Smith, Counsel

For the Respondent: A Tinnion, Counsel

JUDGMENT

The judgment of the Tribunal is that:

The complaints of constructive unfair dismissal, indirect sex discrimination, disability discrimination for a failure to make reasonable adjustments and victimisation are not well founded and are all dismissed.

Employment Judge Batten
22 July 2026

JUDGMENT SENT TO THE PARTIES ON:

22 September 2026

AND ENTERED ON THE REGISTER

FOR THE TRIBUNAL OFFICE

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/>