



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Parsons

Respondent: King's Group Academies

Heard at: Southampton (by CVP)

On: 7 and 8 September 2026

Before: Employment Judge Yallop

REPRESENTATION:

Claimant: In person

Respondent: Ms L Redman (counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. During the period from 4 June 2025 and the Claimant's resignation on 7 July 2025, the Respondent did not act in fundamental breach of the Claimant's contract in respect of the implied term of mutual trust and confidence.
2. The Claimant's resignation does not constitute a dismissal under s95(1) Employment Rights Act 1996.
3. The Claimant's claim of constructive unfair dismissal is therefore dismissed.

Employment Judge Yallop
Date: 8 September 2026

Judgment sent to the parties on
30 September 2026

Note

Full oral reasons for the judgment were given at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.