EMPLOYMENT TRIBUNALS

Claimant: **Ms T Parker-Hughes**

Respondent: **Midland Mencap**

Heard at: Midlands West Employment Tribunal

On: 21st October 2026

Before: Employment Judge Murdin

Appearances:

Claimant: In person

Respondent: Mr Williams (Solicitor)

JUDGMENT

1. The Claimant's claim for ordinary unfair dismissal was previously struck out on 15th October 2025;

2. The Claimant's claim for wrongful dismissal is not well-founded and is dismissed;

3. The Claimant's claim for automatically unfair dismissal by reason of having made a protected disclosure (Employment Rights Act 1996 sections 94, 103A and 111) is not well-founded and is dismissed.

4. Furthermore, on 19th September 2025, the Claimant was ordered to pay a deposit of £100 in respect of the Claimant's claim for automatically unfair dismissal by reason of having made a protected disclosure, EJ Kenward considering that such complaint had little reasonable prospect of success. That deposit having been

paid, and that claim having failed, the parties are invited to write to the Tribunal by no later than 4pm 12th November 2026, addressing what they say should happen to that deposit for the purposes of section 40(7) of the Employment Tribunal Procedure Rules 2024.

REASONS

5. Reasons for the judgment were given orally at the conclusion of the hearing. Written reasons will not be provided unless requested by either party within 14 days of the date on which this written record of the judgment is sent to the parties.

EJ Murdin

22nd October 2026