



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Mrs N Oliver

v

**Respondent:**  
Phoenix Mecano Ltd

**Heard at:** Reading

**On:** 21, 22, 23 and 24 January  
2019

**Before:** Employment Judge Finlay  
Members: Mrs RA Watts-Davies and Mr J Appleton

**Appearances**

**For the Claimant:** In person

**For the Respondent:** Mr G Ridgeway

## JUDGMENT

The unanimous judgment of the Employment Tribunal is that the Claimant's complaints of (1) detriment on the grounds of protected disclosures (Section 47B Employment Rights Act 1996), (2) automatically unfair dismissal (Section 103A Employment Rights Act 1996), (3) direct sex discrimination (Section 13 Equality Act 2010) and (4) victimisation (Section 27 Equality Act 2010) all fail and are dismissed.

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**Employment Judge Finlay**

Dated: 31 January 2019

Sent to the parties on: .....

.....  
For the Tribunal Office

**Note:**

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