



EMPLOYMENT TRIBUNALS

Claimant

Mrs J Edwards

Respondent

v Orange Grove Fostercare Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard at: Birmingham

On: 19, 20, 21, 22, 23 October 2020

Hybrid; CVP/In person

Before: Employment Judge Lloyd

Members: Mr D McIntosh
Mr M Z Khan

Representation

For the Claimant:

In person

For the Respondent:

Mr K Sonaike, Counsel

JUDGMENT

The tribunal's unanimous judgment is as follows¹:

- 1) The claimant's claim of constructive unfair dismissal is unproven and is dismissed.
- 2) The claimant has not proven that she made a protected public interest disclosure to the respondent at any time.
- 3) The claimant has not proven that she was subjected to detriments in the course of her employment; whether as a consequence of a protected disclosure or otherwise.
- 4) The claimant has presented no evidence on and has not proven her claim of breach of contract in respect of expenses incurred in the course of employment.
- 5) The tribunal grants the respondent's application that the claimant pays to the respondent a contribution towards its legal costs in the sum of £1,000.00. The tribunal orders that the claimant so pays that amount.

The tribunal dismisses the claimant's proceedings in their entirety.

Signed electronically by Employment Judge B Lloyd

Signed and Dated: 26 October 2020