

## Case Study Example 2

### **Acting for a Claimant against a charity.**

This claim included complaints of race and religious discrimination together with constructive dismissal.

Following a 5 day trial in which we represented the client against Counsel for the employer at Sheffield Employment Tribunal, the Claimant was successful in his claim for constructive dismissal and the Tribunal delivered a 26 page Reserved Judgment.

Following an appeal to the EAT, Judge Birtles requested that the parties each made submissions on two recent high profile cases concerning constructive dismissal and the question of which test should be applied in such circumstances.

The Judge identified that our case dealt with the contentious issues directly and felt that the President of the EAT Mr Justice Underhill should hear the case with a view to clarifying the ambiguity, in order to establish a clear authority. The case is therefore expected to go back before the EAT early next year.

Selected Clients: -

- Abbey Legal Protection Ltd
- Propaganda Agency Ltd
- Frozen Value Ltd
- Harratts Group Ltd
- Ashleigh Signs Ltd
- Hydrainer Pump Hire Ltd
- Office and General Limited
- Ashton Seals Limited
- Relay Recruitment Limited