



EMPLOYMENT TRIBUNALS

Claimant: Ms P Napier

Respondent: Independent Office for Police Conduct

Heard at: East London Hearing Centre

On: 23, 24, 25, 26, 29, 30 January 2024
And 2 February 2024 [PM only]
(31 January, 01 February and
02 February 2024 [AM only] In Chambers)

Before: Employment Judge B Beyzade
Members: Mrs B K Saund
Ms M Daniels

Representation

For the Claimant: Ms S Crawshay-Williams, Counsel
For the Respondent: Miss O Checa-Dover, Counsel

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

The unanimous Judgment of the tribunal is that:

- 1.1. the claimant's complaint of unfair dismissal (constructive) pursuant to sections 94 and 98 of the Employment Rights Act 1996 is not well founded and it is hereby dismissed.
- 1.2. the claimant's complaint of unfair dismissal (constructive) pursuant to section 103A of the Employment Rights Act 1996 is not well founded and it is hereby dismissed.
- 1.3. the claimant's complaint that she suffered detriments on the ground that she made protected disclosures pursuant to sections 47B and 48 of the Employment Rights Act 1996 is not well founded and it is hereby dismissed.
- 1.4. The additional hearing dates listed on 17 April 2024 and 03 July 2024 be vacated (cancelled).

Case Number: 3200852/2022

**Employment Judge B Beyzade
Dated: 02 February 2024**