

## PRINCIPAL CLAIM 2: AUTOMATIC UNFAIR DISMISSAL

**Claimant's Summary:** Automatic unfair dismissal, arising directly from the Claimant's protected disclosures and her refusal to compromise her ethical and professional duties, contrary to section 103A of the Employment Rights Act 1996.

This issue is recorded in the Employment Tribunals document titled *Record of a Preliminary Hearing*, in the case of *Ms H Bannerman v The Land Restoration Trust*, Case Numbers **3306483/2024** and **3311035/2024**. The hearing took place on **14 May 2025** before **Employment Judge KJ Palmer**, with the written record dated **19 May 2025**. The relevant section appears under '**List of Issues – Automatic Unfair Dismissal**' at **paragraphs (26)-(27)**.

This is the Claimant's summary of what the Tribunal will consider:

1. Whether the Claimant made a protected disclosure or protected disclosures, as identified in paragraph (23) of the Tribunal's List of Issues.
2. Whether the Claimant was dismissed, and if so, whether she was dismissed by reason of those protected disclosures, or one of them, or whether the principal reason for her dismissal was those disclosures, or one of them.
3. Whether, if the Claimant did make protected disclosures, those disclosures were the reason or principal reason for the Respondent's decision to dismiss her, within the meaning of section 103A of the Employment Rights Act 1996.
4. Whether the Claimant's dismissal was therefore automatically unfair under section 103A of the Employment Rights Act 1996.