



EMPLOYMENT TRIBUNALS

Claimant: Miss A. Ryan

Respondent: Ceredigion County Council

HELD AT: Aberystwyth

ON: 13-14 September
2018

BEFORE: Employment Judge T Vincent Ryan
Ms C.O. Peel
Ms. H. Mason

REPRESENTATION:

Claimant: Miss Ryan represented herself ("litigant in person")

Respondent: Mr. M. Salter, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The respondent did not breach a contract with the claimant when it withdrew a conditional offer of employment as a Contact Centre Advisor (made orally on 22nd or 23rd August 2018 and confirmed in writing on 24th August 2017) ("the conditional offer of appointment") upon receipt of an unsatisfactory reference from the claimant's "previous employer".
2. The respondent did not treat the claimant less favourably than it treated or would treat a hypothetical comparator because of a protected characteristic; specifically, the respondent did not perceive that the claimant was English and it did not discriminate against her because of the protected characteristic of race when it withdrew the conditional offer of appointment. The conditional offer of appointment was withdrawn because the respondent had received an unsatisfactory reference from the claimant's "previous employer"
3. The claimant's claims that the respondent breached a contract with her, and that it directly discriminated against her contrary to sections 39 and 13 Equality Act 2010 are not well-founded, fail and are dismissed.

Employment Judge T.V. Ryan

Date: 14 September 2018

JUDGMENT SENT TO THE PARTIES ON
20 September 2018

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 (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.