



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Samantha Gwinji

**Respondent:** FCC Environment (UK) Ltd

**HEARD AT:** Cambridge: 4 to 7 January 2021

**BEFORE:** Employment Judge Michell  
Susan Elizabeth  
Nicola Duncan

**REPRESENTATION:** For the Claimant: In person  
For the Respondent: Mike Magee (Counsel)

## JUDGMENT

The unanimous judgment of the tribunal is as follows:

- (1) The Claimant's claim that she was unfairly dismissed contrary to s 94 of the Employment Rights Act 1996 is not well founded, and is dismissed.
- (2) The Claimant's claims of direct sex discrimination under s 13 of the Equality Act ("**EqA**"), and of disability discrimination under ss13, 19 and 20 of EqA, are each dismissed upon their withdrawal by the Claimant.
- (3) The Claimant's claim of indirect sex discrimination under ss 19 of EqA is not well founded, and is dismissed.

Employment Judge Michell, Cambridge

7 January 2021

JUDGMENT SENT TO THE PARTIES ON

..... 15 February 2021.....

S Bloodworth

FOR THE SECRETARY TO THE TRIBUNALS

Written reasons for this decision will not be provided unless asked for by either party by a written request made within 14 days of the sending of this written record of the decision.

