



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms E Tincu Straton

**Respondent:** The Network (Field Marketing and Promotions) Company Ltd t/a JYL Hand to Hand

**Heard at:** Croydon Employment Tribunal by cloud video platform  
**On:** 13 to 15 April 2021

**Before:** Employment Judge Nash  
Ms Mitchell  
Ms Leverton

## Representation

**Claimant:** In person  
**Respondent:** Mr Caiden of counsel

# JUDGMENT

1.The tribunal had jurisdiction to consider the claimant's complaint of unfair dismissal because she was an employee with two years continuous employment at the effective date of termination.

2.The claimant was fairly dismissed under s 98 Employment Rights Act.

3.The respondent did not directly discriminate against the claimant under s13 Equality Act 2010 because of her age in refusing her promotion work in June and July 2019.

4.The respondent did not victimise the claimant under s27 Equality Act 2010 by dismissing her or upholding her dismissal because she did a protected act.

---

Employment Judge Nash

Date 15 April 2021

Notes

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 or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.