



EMPLOYMENT TRIBUNALS

Claimant: Miss K Ciochon
Respondent: Mr Mark Kempe T/A Neville Arms and Neville Arms Inn

Final Hearing

Heard at: Nottingham
On: 17-19 May 2021
Before: Employment Judge Blackwell
Members: Ms R Wills
Ms J M Bonser

Representation

Claimant: Ms Suwalska-Pawlik, non-legal representative
Respondent: Ms Williams of Counsel

Covid-19 statement:

This was a hybrid hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V – video. It was not practicable to hold a face-to-face hearing because of the Covid-19 pandemic.

JUDGMENT

The unanimous decision of the Tribunal is:

1. The claim of automatic unfair dismissal pursuant to Section 99 of the Employment Rights Act 1996 fails and is dismissed.
2. The claim of unfavourable treatment pursuant to Section 18 of the Equality Act 2010 also fails and is dismissed.
3. The claim of direct discrimination on the basis of protected characteristic of race pursuant to Section 13 of the Equality Act 2010 also fails and is dismissed.

Employment Judge Blackwell

Date: 14 June 2021

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 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.