



# EMPLOYMENT TRIBUNALS

## Claimants

1 Mr R Direglas  
2 Ms A Khomutova  
3 Mr A Malkov

v

## Respondent

Ten Lifestyle Management Ltd

**Heard at:** London Central (video)

**On:** 14 and 15 December 2021

**Before:** Employment Judge P Klimov, sitting alone

## Representation:

**For the Claimant:** Ms I Semeniuk, (Solicitor)

**For the Respondent:** Mr T Brown (of Counsel)

This has been a remote hearing which was not objected to by the parties. The form of remote hearing was by Cloud Video Platform (CVP). A face to face hearing was not held because it was not practicable due to the Coronavirus pandemic restrictions and all issues could be determined in a remote hearing.

## JUDGMENT

1. The Claimants' claim for automatic unfair dismissal (ss.104(C) and 105 (7)(BA) Employment Rights Act 1996) is dismissed on withdrawal.
2. The Claimants' claim for breach of Regulation 6 of the Working Time Regulations 1998 is dismissed on withdrawal.
3. The Claimants' claim for victimisation is dismissed on withdrawal.
4. The Claimants' claim for direct race discrimination is struck out as having no reasonable prospect of success.
5. The Claimants' claim for unfair dismissal fails and is dismissed.

**Employment Judge P Klimov**  
15 December 2021

Sent to the parties on:

15/12/2021

For the Tribunals Office

**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.

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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.