



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms D Mitchell-Palmer

**Respondents:** (1) Ms E Nanyonga  
(2) Parent Workers Limited  
(3) Ms T Gooding

**Heard at:** East London Hearing Centre (by Cloud Video Platform)

**On:** 9 June 2022

**Before:** Employment Judge B Elgot  
**Members:** Ms Y Fisher  
Ms P Alford

## Representation

Claimant: did not attend and was not represented  
1<sup>st</sup> Respondent: In person  
2<sup>nd</sup> Respondent: Ms T Gooding, Director  
3<sup>rd</sup> Respondent: In person

***This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.***

The Tribunal gave judgment as follows:-

## JUDGMENT

1. The Claimant failed to attend or be represented at the Hearing; enquiries were made by email and telephone as to the reasons for her absence but she did not respond. The Tribunal decided in accordance with Rule 47 Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 to proceed with the hearing in her absence. The Tribunal considered all the information which is available to it.

2. The unanimous decision of the Tribunal is that the claims of age discrimination (including harassment) against all or any one of the Respondents DO NOT SUCCEED and are DISMISSED.
3. This is because the Claimant has shown no evidence from which the Tribunal could conclude that she was treated less favourably than others because of her protected characteristic of age.
4. We have determined that she is in the age group 19-24. There is similarly no evidence shown by the Claimant that she was harassed by all or any one of the Respondents. The Claimant has failed to show any evidence from which the Tribunal could conclude that all or any one of the Respondents engaged in unwanted conduct as defined in section 26 Equality Act 2010 which related to her age.

**Employment Judge B Elgot**  
**Date: 10 June 2022**