



EMPLOYMENT TRIBUNALS

Claimant: Mr Raymond Newland

Respondent 1: Veolia ES (UK) Limited
Respondent 2: SLM Recycling Limited
Respondent 3: Mr Mark Davis
Respondent 4: Hampshire County Council

Heard at: Bristol (by VHS) **On:** 9 February 2023

Before: Employment Judge Le Gry

Appearances

For the Claimant: Mr A. Peck (counsel)
For Respondent 1: Ms. A. Niaz-Dickinson (counsel)
For Respondent 2: Ms. S.J. Wood (legal representative)
For Respondent 3: Did not attend and was not represented
For Respondent 4: Mr B. Large (counsel)

JUDGMENT ON A PRELIMINARY ISSUE

1. The First Respondent is not liable by virtue of section 109(2) Equality Act 2010 for any contraventions of that Act which post-date any transfer of employment from the First to Second Respondent on 1 May 2021.
2. The Claimant's Claim in respect of the Fourth Respondent is not well founded and is dismissed. The Fourth Respondent is removed as a party to proceedings.

Employment Judge Le Gry

Date: 10 February 2023

Judgment sent to the parties: 01 March 2023
FOR THE TRIBUNAL 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.