



EMPLOYMENT TRIBUNALS

Claimant: Miss E Istenik

Respondents: 1. Racesafe Ltd; 2. Workforce People Solutions Ltd;
3. Sirius OS Solutions Ltd

Heard at: Cambridge Employment Tribunal **On:** 24 February 2023

Before: Employment Judge Dobbie

Representation

Claimant: Mr Small (Counsel)
First Respondent: Mr Pike (Solicitor)
Second Respondent: Miss Prescott (Legal Executive)
Third Respondent: failed to attend

JUDGMENT

For the reasons given orally on 24 February 2023:

1. The Claimant had a disability within the meaning of section 6 Equality Act 2010 at all material times (specifically, at the date of termination).
2. The Third Respondent was the Claimant's employer, within the meaning of s.83 Equality Act 2010. The First Respondent was the end-user of the Claimant's services and was thus a principal within the meaning of s.41(5) Equality Act 2010. The Second Respondent was an intermediary agency between the First and Third Respondent. It is neither the employer nor a principal but could potentially be liable under s.111 Equality Act 2010 and hence shall not be removed from proceedings at this stage.

Employment Judge Dobbie

Date 2 March 2023

JUDGMENT SENT TO THE PARTIES ON
8 April 2023

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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.

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.