



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C McLean

**Respondent:** Aspiration Training Limited

**Heard at:** Midlands West

**On:** 6, 7, 8, 9, 10 and 13 November 2023

**Before:** Employment Judge Faulkner  
Mr T Liburd  
Mr P Wilkinson

**Representation:**   **Claimant**       - Ms S King (Counsel)  
                          **Respondent**     - Mr L Menzies (Solicitor)

## JUDGMENT

1. The Claimant's complaint of unfair dismissal is dismissed upon withdrawal.
2. In contravention of section 40 of the Equality Act 2010, the Respondent harassed the Claimant on 16 December 2021 by accusing her of being aggressive without explanation.
3. In contravention of section 39 of the Equality Act 2010, the Respondent victimised the Claimant on 2 February 2022 by terminating her probation period and thus dismissing her.
4. The Claimant's remaining complaints of harassment, discrimination and victimisation fail and are dismissed.
5. The question of remedy will be considered at a further hearing, details of which have been notified to the parties separately.

---

Employment Judge Faulkner  
Date: 14 November 2023

Notes

1. 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.

2. All judgments and written reasons for the judgments (if provided) 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 parties in a case.