



EMPLOYMENT TRIBUNALS (SCOTLAND)

Case No: 4106230/2022 & 4106231/2022

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Held via Cloud Video Platform (CVP) in Glasgow on 6 December 2023

Employment Judge P O'Donnell

10 **Mr James McAuley**

**First Claimant
Represented by:
Mr S Smith -
Solicitor**

15 **Ms Michelle Hunter**

**Second Claimant
Represented by:
Mr S Smith -
Solicitor**

20 **Island Bakery**

**First Respondent
Represented by:
Mr P Warnes -
Solicitor**

25 **Joe Reade**

**Second Respondent
Represented by:
Mr P Warnes -
Solicitor**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

30 The judgment of the Employment Tribunal, given orally at the hearing, is that the email correspondence from the respondents dated 20 July 2022 is "without prejudice" correspondence and any evidence about that correspondence (and the proposed settlement terms contained therein) is inadmissible.

35 **Employment Judge: P O'Donnell
Date of Judgment: 07 November 2023
Entered in register: 08 November 2023
and copied to parties**