



EMPLOYMENT TRIBUNALS

Claimant

Miss Navjoyt Pandher

Respondent

v (1) Collaborative Care Solutions Limited; and
(2) Mr Mark Simon

Heard at: Norwich

On: 8, 9 and 10 January 2024

Before: Employment Judge Postle

Members: Mrs C Smith and Ms J Costley

Appearances

For the Claimants: In person

For the Respondent: Miss Afriyie, Consultant

JUDGMENT

The unanimous decision of the Tribunal is:-

1. The Claimant was not constructively, discriminatorily unfairly dismissed.
2. The Claimant was not subjected to direct sex or age discrimination pursuant to Section 13 of the Equality Act 2010.
3. The Claimant was not subjected to harassment related to sex and age pursuant to Section 26 of the Equality Act 2010.
4. The Claimant's Claim for notice pay is not well founded.

Employment Judge Postle

Date: ...19 January 2024.....

Sent to the parties on: 31 January 2024

.....
For the Tribunal Office

Note

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge is likely to be payable in most but not all circumstances. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>