



EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant
MS I SZLEK**

AND

**Respondent
APETITO LTD**

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT: BRISTOL ON: 8TH / 9TH / 10TH / 11TH / 12TH / 15TH / 16TH APRIL
2024**

**EMPLOYMENT JUDGE MR P CADNEY
(SITTING ALONE)**

MEMBERS:

APPEARANCES:-

FOR THE CLAIMANT:- MS S PANKOWSKI

**INTERPRETER (POLISH) MS A TEXEIRA -VAZ (8 / 9TH / 10TH /
11TH / 12TH APRIL)
MS A SYTA (15TH / 16TH APRIL)**

FOR THE RESPONDENT:- MR G GRAHAM (COUNSEL)

JUDGMENT

The judgment of the tribunal is that the claimant's claims of:-

- i) Unfair dismissal;
- ii) Discriminatory dismissal (s39(2) Equality Act 2010);
- iii) Direct age and/or disability discrimination (s13 Equality Act 2010) ;
- iv) Harassment related to age and/or disability (s26 Equality Act 2010);

- v) Discrimination arising from disability (s15 Equality Act 2010);
- vi) Failure to make reasonable adjustments (s20 Equality Act 2010);
- vii) Unlawful deduction from wages (s11 Employment Rights Act 1996);

Are dismissed.

(Both parties applied orally for full written reasons for the judgment which will be supplied in due course, and it is not necessary for either party to make any further written application)

Employment Judge Cadney
Dated: 16th April 2024

Judgment sent to the parties on 02 May 2024

For the Tribunal Office