



EMPLOYMENT TRIBUNALS

Claimant: Miss N Kotowska

Respondent: Xandor Automative Brierley Hill Limited T/A Xandor Plastics

Heard at: Birmingham (West) Employment Tribunal **On:** 03.06.2024 to
06.06.2024

Before: Judge L Mensah

Member: Mr P Tsouvallaris

Member: Mr R Virdee

Representation

Claimant: In person

Respondent: Mr Chris Howells (Counsel)

Also in attendance:

For Claimant

(1) Mr James Sweet (Claimant's partner)

For Respondent

(2) Ms Panna Mistry (HR Manager)

(3) Ms Angela Hayes-Sinclair (Plant Controller and Disciplinary Chair)

(4) Mr Stephen Allsopp (Managing Director and Appeals Chair)

JUDGMENT

The Tribunal orders are:

- (1) The Claimant's claim of unfair dismissal is not made out and is dismissed.
- (2) The Claimant's claims for direct, indirect race discrimination are not made out and are dismissed.
- (3) The Claimant's claim for discrimination arising from disability is not made out and is dismissed.
- (4) The Claimant's ancillary claims under the Working Time Regulations regarding annual leave, annual leave generally, unlawful deduction of wages and wrongful dismissal are not made out and are dismissed.

Employment Judge **Mensah**

Date 06.06.2024

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.

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