



EMPLOYMENT TRIBUNALS

Claimant: ASR

Respondent: Euro Car Parts Limited

Heard at: Southampton Employment Tribunal

Before: Employment Judge Lang and Tribunal Members
Goddard and Flanagan

Representation

Claimant: Ms C Howland (lay representative)

Respondent: Ms G Hirsch (counsel)

On: 22nd, 23rd, 24th and 25th April 2021

Judgment

1. The Claimant's claim for automatic unfair dismissal on the basis of having made a protected disclosure pursuant to s.103A Employment Rights Act 1996 is not well founded and is dismissed.
2. The Claimant's claim for unfair dismissal is not well founded and is dismissed.
3. The Claimant's claim for disability discrimination by way of failure to make reasonable adjustments is not well founded and is dismissed.
4. The Claimant's claim for detriment arising from making a protected disclosure is out of time however in any event is not well founded and is dismissed.

Other Orders

5. An application was made by the Claimant for an anonymisation order pursuant to Rule 50 for both herself and a witness. Those applications were not opposed and were granted with separate reasons given. These orders are to last until any further order.
6. Pursuant to rules 50(1) and (3) (b) of the Employment Tribunals Rules of Procedure 2013, and articles 8 and 10 of the European Convention on Human Rights, and section 1 of the Sexual Offences (Amendment) Act

1992 and section 11 of the employment tribunals act in 1996 it is ordered that there shall be emitted or deleted from any document entered on the register or which otherwise forms part of the public record including the tribunals hearing lists any identifying matter which is likely to lead members of the public to identify the claimant as being either a party to or otherwise involved in these proceedings. That includes the Claimant's identity being given in public.

7. Pursuant to rules 50(1) and (3) (b) and (c) of the Employment Tribunals Rules of Procedure 2013, and articles 8 and 10 of the European Convention on Human Rights, and section 11 of the employment tribunals act in 1996 it is ordered that there shall be emitted or deleted from any document entered on the register or which otherwise forms part of the public record including the tribunals hearing lists any identifying matter which is likely to lead members of the public to identify the claimant's female witness as being a witness or otherwise involved in these proceedings. That includes her identity being given in public.
8. The Claimant is given permission to amend allegations 1.1.2 (b) and 2.3.1.c on the list of issues to correct the date from 11th August 2021 to 30th July 2021.

Employment Judge Lang

Date 25th April 2024

JUDGMENT SENT TO THE PARTIES ON
15 October 2024

For the Employment Tribunal

Notes

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 may be payable. 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/>