



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Rocio Vaqueiro Lago

**Respondent:** Michael Van Clarke LLP

**Heard at:** London Central Employment Tribunal  
In person

**On:** 25<sup>th</sup>, 26<sup>th</sup>, 27<sup>th</sup>, 28<sup>th</sup>, 29<sup>th</sup> November 2024 (in Tribunal)  
17<sup>th</sup>, 18<sup>th</sup> February 2025 (in Tribunal)  
19<sup>th</sup> February 2025 (Deliberations with Members)  
20<sup>th</sup>, 21<sup>st</sup>, 26<sup>th</sup> February 2025 (Judge alone)  
27<sup>th</sup> February 2025 (Judgment in Tribunal)

**Before:** **Employment Judge Gidney**  
**Ms Rayner Butler**  
**Mr Steven Hearn**

## Appearances

**For the Claimant:** Ms Lago (In person)  
Assisted by Mr Isidoro Orea Bonilla (Solicitor & Partner)

**For the Respondent:** Mr Michael Van Clarke (In person)

# JUDGMENT

The Judgment of the Tribunal is that:

1. The Claimant's claim of unfair dismissal, pursuant to s98(4) Employment Rights Act 1996 ('ERA') is dismissed.
2. The Claimant's claim of direct race discrimination pursuant to s9 & s13 Equality Act 2010 ('EqA') is dismissed.
3. The Claimant's claim of harassment related to race pursuant to s26 EqA is dismissed.
4. The Claimant's claim of victimisation pursuant to s27 EqA is dismissed.
5. The Claimant's claim for Holiday Pay is dismissed.
6. The Claimant's claim for Notice Pay is dismissed.
7. The Claimant's claim for Unlawful Deductions from Wages is dismissed.
8. The Claimant's claim for Breach of Contract is dismissed.

Employment Judge Jonathan Gidney

Tribunal Member Butler

Tribunal Member Hearn

27<sup>th</sup> February 2025

Sent to the parties on

7 March 2025