



EMPLOYMENT TRIBUNALS

Claimant

Miss Anais Foucart

Respondent

v

Elite Academy of Security Training
Limited

Heard at: Norwich (in person)

On: 4 and 5 February 2025

Before: Employment Judge Postle

Appearances

For the Claimants: In person

For the Respondent: Mr Betts, Director

JUDGMENT

1. The Claimant was engaged as a worker within the meaning of Section 230 of the Employment Rights Act 1996.
2. The Claimant's claim that she suffered detriment in making public interest disclosures is not well founded.
3. The Claimant's claim under the Equality Act 2010 for direct discrimination, harassment and victimisation are not well founded.
4. The Claimant's claim that she has suffered unlawful deduction of wages is well founded and the Respondents are Ordered to pay **£225** in the outstanding contribution towards the Claimant's hotel accommodation.

Approved by:

Employment Judge Postle

Date: 04 / 03 / 2025

Sent to the parties on: 8 March 2025

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/>