

JB



THE EMPLOYMENT TRIBUNAL

BETWEEN

Claimant

and

Respondent

Ms D Roberts

Lidl Great Britain Limited

Held at London South (By video)

On 13-17 January
2025, 7 April 2025 and 14 April 2025

BEFORE: Employment Judge Siddall
Mr C Mardner
Mr K Murphy

Representation

For the Claimant: In person

For the Respondent: Ms Senior

JUDGMENT

1. In relation to the claims brought under numbers 2302883/23 and 2301940/24:
2. By a majority, the decision of the tribunal is that the claims for direct discrimination because of the protected characteristic of race under section 13 of the Equality Act 2010, in relation to allegations 3, 3(a)(ii), 3(b) and 3(c) on the List of Issues are not well founded and do not succeed.
3. It is the unanimous decision of the tribunal that the remaining claims of direct discrimination are not well founded and do not succeed.
4. It is the unanimous decision of the tribunal that the claim for victimisation under section 27 of the Equality Act 2025 is not well founded and it does not succeed.

5. The Claimant's application for a preparation time order in relation to claims 2302883/23 and 2301940/24 is refused.
6. The hearing of the claims brought under number 2301095/25 is adjourned until 24 November 2025.

Employment Judge Siddall
Date: 14 April 2025

Judgment sent to the parties and entered in the Register on: 15 April 2025

For the Tribunal Office

P Wing