



EMPLOYMENT TRIBUNALS

Claimant: Mr Sobiech

Respondent: Lyons Seafood Ltd

Heard at: Southampton **On:** 7,8 , 9 , 10 & 11 April 2025

Before: Employment Judge Scott
Tribunal Member Earwaker
Tribunal Member Goddard

Representation

Claimant: Ms Pankowski

Respondent: Mr Chadwick

JUDGMENT

1. The claimants claim of constructive unfair dismissal succeeds.
2. The claimant's claim of harassment succeeds in part, the Respondent harassed the claimant in regards to allegations 3.2.3 – 3.2.6 and 3.2.8
3. The claimant's claim of direct discrimination is not well-founded and is dismissed.
4. The claimant's claim of victimisation succeeds.

Approved by:
Employment Judge Scott

Date: 11 April 2025

Judgment sent to parties on:
30 April 2025 By Mr J McCormick

For the Tribunal Office

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/