



EMPLOYMENT TRIBUNALS

Claimant: Miss A Tero
Respondent: GXO Logistics UK Limited
Heard at: Bury St Edmunds (via video)
On: 14, 15, 16 and 17 April 2025
Before: Employment Judge Graham
Mr C Grant
Ms S Elizabeth

Representation

Claimant: In person with Ms S Scotland (friend)
Respondent: Mr R Allen, Counsel

JUDGMENT

1. The complaint of automatic constructive unfair dismissal fails and is dismissed.
2. The complaint of direct disability discrimination fails and is dismissed.
3. The complaint of harassment related to disability succeeds in part.
4. A remedy hearing will not be listed pending any application for a Reconsideration by the Respondent.

Approved by:

Employment Judge Graham
17 April 2025

JUDGMENT SENT TO THE PARTIES ON
30 April 2025

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/