



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Amber Stoter

**Respondent:** Gain Healthcare Ltd

**Heard at:** Reading

**On:** 12 – 14 May  
2025

**Before:** Employment Judge Baran  
Mrs F Tankard  
Mr A Scott

## Appearances:

**Claimant:** In person

**Respondent:** Mr R Magara (Solicitor)

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of automatic unfair dismissal contrary to s103A of the Employment Rights Act 1996 is well-founded and succeeds.
2. The complaint of victimisation contrary to s27 of the Equality Act 2010 is well-founded and succeeds.

Approved by:

**Employment Judge Baran**

**15 May 2025**

Judgment sent to the parties on:  
16 June 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/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)