



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Roumpedaki

Respondent: EAM Lodge CIC

Heard at: Manchester

On: 2-5 June 2025

Before: Employment Judge Phil Allen
Mr A Egerton
Ms B Hillon

REPRESENTATION:

Claimant: In person

Respondent: Ms L Carr, solicitor

JUDGMENT

The judgment of the Tribunal is that:

1. The complaint of unfair dismissal is not well-founded and is dismissed. The claimant was not unfairly dismissed.
2. The complaints of direct race discrimination are not well-founded and are dismissed.
3. The complaints of harassment related to race are not well-founded and are dismissed.
4. The complaints of victimisation are not well-founded and are dismissed.
5. The complaints of direct discrimination and harassment relying upon allegations three, five and six (to the extent it related to pay prior to the claimant being a TNA) were not presented within the applicable time limit (including not being entered within such time as we found to be just and equitable). They were complaints which the Tribunal did not have jurisdiction to consider and are dismissed.

Employment Judge Phil Allen

5 June 2025

JUDGMENT SENT TO THE PARTIES ON

8 July 2025

FOR THE TRIBUNAL OFFICE

Notes

Reasons for this 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 may be payable. 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/>