



EMPLOYMENT TRIBUNALS

Claimant: Ms. M Fontenelle
Respondent: LTE Group
Heard at: London South, by video
On: 4, 7, 8, 9, 10 and 11 July 2025
Before: Employment Judge Cawthray
Ms. S Dengate
Mr. S Huggins

Representation

Claimant: Mr. Webster, Counsel
Respondent: Mr. Flood, Counsel

JUDGMENT

1. The complaint of unfair dismissal is not well-founded. The complaint is dismissed.
2. The complaint of breach of contract/wrongful dismissal in relation to notice pay is not well-founded and is dismissed.
3. The complaint under section 10 of the Employment Relations Act 1999 is not well-founded and is dismissed.
4. The complaint of direct sex discrimination is not well-founded and is dismissed.
5. The complaint of harassment related to sex is not well-founded and is dismissed.
6. The complaint of harassment related to race is not well-founded and is dismissed.
7. The complaint of victimisation is not well-founded and is dismissed.

Approved by:

Employment Judge Cawthray

11 July 2025

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/