



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs A L A Owita

**Respondent:** GXO Logistics UK Limited

## **Record of an Attended Hearing at the Employment Tribunal Audio Recorded by CVP**

**Heard at:** Nottingham

**Heard on:** 7, 8 & 9 July 2025

**Before:** Employment Judge Hutchinson

**Members:** Mr C Tansley  
Miss D Newton

**Appearances:**

**Claimant:** In person

**Respondent:** Mr Taylor, Solicitor

# JUDGMENT

The unanimous Judgment of the Tribunal is:

1. The claims of direct discrimination on the grounds of race fail and are dismissed.
2. The claim of victimisation fails and is dismissed.

**Employment Judge Hutchinson**

**Date: 25 July 2025**

**JUDGMENT SENT TO THE PARTIES ON:**

.....29 July 2025.....

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**Note**

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**"Recordings 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/>