



EMPLOYMENT TRIBUNALS

Claimant: Ms Nicole Hamer

Respondent: Done Bros (Cash Betting) Ltd t/a Betfred

RECORD OF A PRELIMINARY HEARING

Heard at: Leeds (in private by videolink)

On: 25 July 2025

Before: Employment Judge R S Drake

Appearances

For the Claimant: In Person

For the Respondent: Mr I Fazal (Solicitor)

JUDGMENT

1. The Claimants complaint of breach of contract (presented on 22 September 2024) fails and is dismissed as her employment had terminated later on 30 January 2025 and thus not before presentation of her claims.
2. Her claims of direct discrimination because of her sex and/or sexual orientation and of harassment remain extant and to be determined.

Employment Judge R S Drake

Signed 25 July 2025

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 shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case.