



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Greenhalgh

**Respondent:** Vamos Kitchen Limited

## PUBLIC PRELIMINARY HEARING

**Heard at:** Leeds    **On:** 21 July 2025

**Before:** Employment Judge Shepherd

### Appearances

**For the claimant:** In person

**For the respondent:** Mr Edgar, friend of Sebastien McGowan, the respondent's managing director

## JUDGMENT

The claimant did not do protected acts within the meaning of section 27 of the Equality act 2010 and he did not make protected disclosures within the meaning of section 43A the Employment Rights Act 1996.

In those circumstances, the claims brought by the claimant are dismissed.

**Employment Judge Shepherd**

22 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.

All 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.