



EMPLOYMENT TRIBUNALS

Claimant: Mr A Keech

Respondent: JTalk Limited

Heard at: Norwich (CVP) **On:** 8-10 October 2025

Before: Employment Judge Margo, Mrs A Buck and Mr C Grant

Representation

Claimant: Mrs Keech (the claimant's wife)

Respondent: Mr Mahmood (solicitor)

JUDGMENT

1. The claimant of constructive unfair dismissal, failure to make reasonable adjustments, discrimination under s.15 of the Equality Act 2010 and harassment are dismissed.

Approved by:

Employment Judge Margo

10 October 2025

JUDGMENT SENT TO THE PARTIES ON

27 October 2025

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FOR THE TRIBUNAL OFFICE