



## EMPLOYMENT TRIBUNALS

**Claimant:** E Staples

**Respondent:** P Mercer

**Held at:** London South Employment Tribunal by video

**On:** 14, 15, 16, and 17 October 2025

**Before:** Employment Judge Burge

### Representation

Claimant: In person

Respondent: In person

# JUDGMENT

The Judgment of the Tribunal is:

1. The Claimant was unfairly dismissed; and
2. The Claimant's complaint of less favourable treatment under the Part-time Workers (Prevention of Less Favourable Treatment) Regulations 2000 is successful.

Approved by

Employment Judge Burge

Date 17 October 2025

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Sent to Parties.  
29 October 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.

**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.

**Recording 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/>