



EMPLOYMENT TRIBUNALS

Claimant: Ms CV Ejibe

Respondent: Lotus Care Home Limited

Heard at: Leeds

On: 13 March 2025

Before: Employment Judge Maidment

Members: Mr D Wilks OBE

Mr J Rhodes

Representation

Claimant: Mr L Harris, Counsel

Respondent: Mr I Wheaton, Counsel

JUDGMENT

1. The claimant's complaint of automatic unfair dismissal for trade union reasons fails and is dismissed.
2. The claimant's complaints of race discrimination, unauthorised deductions from wages, holiday pay and seeking damages for breach of contract are dismissed upon the claimant's withdrawal of them.

Employment Judge Maidment

Date 13 March 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 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/>