



**EMPLOYMENT TRIBUNALS (SCOTLAND)**

**Case No: 8001629/2025**

**Heard in Aberdeen on 17, 18 & 19 November 2025**

**Employment Judge J M Hendry**

**Miss J Kesson**

**Claimant  
In Person**

**The Lifeways Group**

**Respondent  
Represented by  
Mr G Cunningham,  
Advocate**

**JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

For the reasons given orally at the hearing on the 19 November 2025 the claims made under s.27 of the Equality Act 2010 (victimisation) not being well-founded are dismissed.

**Date sent to Parties**

**25 November 2025**