



EMPLOYMENT TRIBUNALS

Claimant: Mrs Mironova
Respondent: BFS Group Limited

HELD AT: Leeds Employment Tribunal **ON:** 26, 27, 28, 29 and 30
January 2026

BEFORE: Employment Judge Buckley

REPRESENTATION:

Claimant: In person

Respondent: Mr McNerney (Counsel)

JUDGMENT

1. The claim for automatic unfair dismissal is dismissed.
2. The claim for wrongful dismissal is dismissed.
3. The claim for direct disability discrimination is dismissed.
4. The claim for failure to make reasonable adjustments is dismissed.
5. The claim for direct race discrimination is dismissed.

Approved by Employment Judge Buckley

Date 30 January 2026

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.