



EMPLOYMENT TRIBUNALS

Claimant: Ms Trudi Dance

Respondents: (1) Kinleigh Ltd
(2) Mr Steven Akinlusi

On: 2, 3, 4, 5, and 6 February 2026

Before: Employment Judge Ahmed (sitting alone)

At: London South (via CVP)

Representation

Claimant: Mr Petar Starcevic of counsel
Respondent: Ms Sunita Knight-Webb, Solicitor

JUDGMENT

The decision of the Tribunal is that:

1. The Claimant's complaints of direct sex and direct age discrimination against both the First and Second Respondents are dismissed;
2. The Claimant's complaint of harassment related to the protected characteristics of age and/or sex against the First and Second Respondents are also dismissed;
3. The Claimant was constructively and unfairly dismissed;
4. The issue of remedy against the First Respondent only is adjourned to a date to be fixed.

Approved By

Employment Judge Ahmed
Date: 6 February 2026

Sent to Parties.
17 February 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.

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/>