



EMPLOYMENT TRIBUNALS

Claimant: Cecilia Canha

Respondent: ZVC UK Ltd

Heard at: Southampton

On: 30 January and 2,3,4,5,6 and 9 and 10 February 2026

Before: Employment Judge Rayner
Mrs M Metcalf
Mr M Richardson

Representation

Claimant: In Person

Respondent: Ms Berry, Counsel

JUDGMENT

1. The Claimant's claims that she was discriminated against on grounds of sex in that
 - a. The Respondent failed to give the Claimant a fair opportunity to be appointed to the role of lead of the contact centre specialist team in May 2023 and
 - b. By the Respondent failing to appoint the Claimant to the role to which it appointed Mr. Khan in October, which the Claimant asserts was a managerial role

are well founded and succeed.

2. All other claims of direct sex discrimination **are not well founded and are dismissed.**
3. The Claimant's claim that she was unfairly dismissed **is well founded and succeeds.**
4. The Claimant's claim that she was discriminated against on grounds of race **is not well founded and is dismissed**
5. The Claimant's claims that she was harassed for reasons relating to sex and/or race **are not well founded and are dismissed.**
6. The Claimant's claim that she was automatically unfairly dismissed while having made a public interest disclosure **is not well founded and is**

dismissed

7. The Claimant's claim that she was subject to a detriment for having made a protected disclosure **are not well founded and are dismissed**.
8. The Claimant's claim that she was wrongfully dismissed **is not well founded and is dismissed**.
9. The Claimant's claim that she was subject to victimisation for having done a protected act **is not well founded and is dismissed**.
10. The Claimant's claims that the Respondent breached her contract by failing to pay
 - a. A referral fee of £4500.00
 - b. a sum of £200,000.00 in respect of Commission

are not well founded and is dismissed

11. The Claimant's claim that the Respondent made unlawful deductions from her wages **are not well founded and are dismissed**.
12. The matter will now be listed for a remedy hearing the details of which will be sent to the parties in due course.

Approved by:
Employment Judge Rayner
12 February 2026

Judgment sent to parties on
12 March 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and Respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/