

EMPLOYMENT TRIBUNALS

Claimant: Miss Erika Paulauskaite
Respondent: GXO Logistics UK Limited
Heard at: Cambridge Employment Tribunal (in person)
On: 9, 10, 11 and 12 March 2026
Before: Employment Judge Hutchings (sitting alone)

Representation

Claimant: in person
Respondent: Mr A. Carter, counsel

RESERVED JUDGMENT

It is the judgment of this Employment Tribunal that:

1. The claimant was not a disabled person as defined by section 6 Equality Act 2010 because of a hernia, morphoea, scleroderma or fibromyalgia during her employment with the respondent.
2. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.
3. The complaint of failure to make reasonable adjustments for disability is not well-founded and is dismissed.
4. The complaint of direct race discrimination is not well founded and is dismissed.
5. The complaint of constructive unfair dismissal is not well-founded and is dismissed.

Approved by:

Employment Judge Hutchings

12 March 2026

JUDGMENT SENT TO THE PARTIES ON

11 May 2026

FOR THE TRIBUNAL OFFICE

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/