



EMPLOYMENT TRIBUNALS

A rule 49(3) anonymity order dated 5th June 2025 prevents disclosure of the Claimant's name or address or details which are likely to lead the public to identify the Claimant as a party or otherwise involved in these proceedings from any document entered on the Register or otherwise forming part of the public record.

Claimant: Ms GNQ

First Respondent: Bombus Limited
Second Respondent: Ms A Coward

Heard at: London South (Croydon)

On: 15th, 16th 17th, 18th and 19th June 2026

Before: Employment Judge L Clarke
Members: Ms L Lindsay
Mr P Adkins

Representation

Claimant: Ms GNQ in person
First and Second Respondents: Mr Arnold (consultant)

JUDGMENT

The judgment of the Tribunal is as follows:

Employment Status

1. The Claimant was not an employee within the meaning of section 230 of the Employment Rights Act 1996 during the period 4th September 2012 to 30th September 2019.

Wrongful Dismissal/Notice Pay

2. The complaint of wrongful dismissal/ failure to pay notice pay against the First Respondent is not well-founded and is dismissed. The Claimant was paid her full notice pay entitlement.

Redundancy Payment

3. The complaint that the First Respondent failed to pay the Claimant her full redundancy payment is not well-founded and is dismissed. The Claimant was paid her full redundancy pay entitlement.

Automatic Unfair Dismissal

4. The complaint of automatic unfair dismissal is not well-founded and is dismissed. The Claimant was not dismissed because the Claimant took or sought to take adoption leave (regulation 29(3)a) of the Paternity and Adoption Leave Regulations 2002) or because the First Respondent believed that the Claimant was likely to take ordinary or additional adoption leave.

Ordinary Unfair Dismissal

5. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
6. There is a 100% chance that the Claimant would have been fairly dismissed within the same timeframe in any event.
7. The First Respondent shall pay the Claimant the following sums:
A basic award of **£1,012.50**.
A compensatory award of **£0.00**

Note that these are actual the sums payable to the Claimant after any deductions or uplifts have been applied.

Direct discrimination

8. The complaint of direct sex discrimination against both the First and Second Respondents is not well-founded and is dismissed.

Indirect discrimination

9. The complaint of indirect sex discrimination against both the First and Second Respondents is not well-founded and is dismissed.

Approved by:

**Employment Judge
L Clarke
20th June 2026**

**JUDGMENT SENT TO THE PARTIES ON
30th July 2026**

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FOR THE TRIBUNAL OFFICE

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

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

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/