



EMPLOYMENT TRIBUNALS

Claimant: Ms J Loren

Respondent: Capita Business Services Limited

Heard at: Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE

On: 13 and 14 July 2026

Before: Employment Judge Adkinson sitting alone

Appearances

For the claimant: In person

For the respondent: Ms L Jones, Counsel

JUDGMENT

UPON hearing from the claimant in person and from Counsel for the respondent

AND UPON giving full oral reasons for the judgment at the hearing

AND UPON the claimant nonetheless requesting those reasons in writing at the hearing.

AND UPON the Tribunal indicating those written reasons will follow at a later date

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The claim is dismissed.

Approved by the Judge

Employment Judge Adkinson

Date: 14 July 2026

JUDGMENT SENT TO THE PARTIES ON
05.08.2026

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Hrishiraj Pramanik

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FOR THE TRIBUNAL OFFICE

Notes

Written reasons were requested at the hearing and will follow.

Public access to employment tribunal decisions

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: <https://www.gov.uk/appeal-employment-appeal-tribunal>.

Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: <https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>.