



EMPLOYMENT TRIBUNALS

Claimant: Ms A Badu

Respondent: Partners of Parkwood Surgery

Heard at: Watford Employment Tribunal (In Public; In Person)

On: 19 to 21 August 2026

Before: Employment Judge Quill (Sitting Alone)

Appearances

For the Claimant: Litigant in person

For the respondent: Mr E Nevolin, Litigation Consultant

JUDGMENT

1. The Claimant was not dismissed by the Respondent as per the definition in section 39(7)(b) of the Equality Act 2010 ("EQA"), or at all.
2. All the complaints of harassment, as defined in section 26 EQA, are dismissed.
3. All the complaints of discrimination, as defined in section 13 EQA, are dismissed.
4. There was no unauthorised deduction from wages, as defined in Part II of the Employment Rights Act 1996 ("ERA"). That complaint is dismissed.
5. On termination of employment, the Claimant was not paid less, in lieu of unused annual leave, than she was entitled to receive in accordance with the Working Time Regulations 1998 ("WTR"). That complaint is dismissed.
6. All complaints of breach of contract are dismissed. The Respondent did not breach the Claimant's contract of employment by:
 - 6.1. Dismissing her with less notice than she was entitled to receive, or
 - 6.2. Paying less than she was entitled to receive for remuneration during employment, or
 - 6.3. Paying her less than she was entitled to receive as a contractual payment in lieu of unused holiday entitlement

7. Thus all the complaints which were presented have been dismissed, and there is no entitlement to remedy.

Approved by:

Employment Judge Quill

Date: 22 August 2026

JUDGMENT SENT TO THE PARTIES ON
29 September 2026

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>