Case Number: 6002603/2023

EMPLOYMENT TRIBUNALS

Claimant:	Miss R Ravat
Respondent:	Sav-Eco Packaging Ltd
Heard at:	Leicester
On:	05, 06, 07 and 08 October 2026
Before:	Employment Judge Chapman Mrs Srivastava Miss Mcleod
REPRESENTATION:	
For the claimant:	In person
For the respondent:	Mr Howles of Counsel

JUDGMENT

1. The complaint of unfair dismissal is not well founded and is dismissed.

2. The complaint of automatic unfair dismissal is not well founded and is dismissed.

3. The complaint of direct sex discrimination is not well founded and is dismissed.

4. The complaint of pregnancy/maternity discrimination is not well founded and is dismissed.

5. The complaint of direct age discrimination is not well founded and is dismissed.

6. The complaint of direct race discrimination is not well founded and is dismissed.

7. All judgments were unanimous.

Approved by:

Employment Judge S Chapman

Dated: 12 October 2026

Sent to the parties on

....28/10/2026.....

For the Employment Tribunal

.....Hakeem Nuama.....

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/