



Case Number: 1300322/2020

EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs A N Amamgbo v

Midway Care Group Ltd

FINAL (MERITS) HEARING (CONDUCTED IN BY THE CLOUD VIDEO PLATFORM)

Heard at: **Birmingham** On: **12 to 16 July 2021**

Before: **Employment Judge Perry, Mrs I Fox & Mr C Ledbury**

Appearances

For the Claimant: **in person**

For the Respondents: **Mr C Johnson (tribunal advocate)**

JUDGMENT

1. The claimant was not discriminated against in contravention of Part 5 Equality Act 2010 and her complaints that she was harassed and directly discriminated against for reasons related to/on the ground of her race and/or sex are dismissed.
2. The claimant was not denied the right to a companion at her grievance meeting. That complaint is also dismissed.
3. The claimant did not make protected disclosures that qualify for protection pursuant to Part IVA Employment Rights Act 1996. Nor were the alleged detriments or her dismissal in any sense connected to the alleged disclosures. Those complaints are also dismissed. The reason for the claimant's dismissal was misconduct.
4. The claimant's complaint that she was wrongfully dismissed without notice does not succeed and is also dismissed.

Signed electronically by me

Employment Judge Perry

Dated: 16 July 2021