



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Miss Eileen Gleeson

The Royal British Legion

Heard at: Southampton

On: 7,8,9 (In chambers parties not attending) & 10 December 2020

Before: Employment Judge Rayner

Appearances

For the Claimant: In Person

For the Respondent: Miss A Smith (Counsel)

Judgment

1. This hearing was held in person with some evidence given over a video link.
2. The claimants claim that she was subject to direct discrimination on grounds of age, contrary to section 13 Equality Act 2010 is dismissed.
3. The claimants claim that she was treated less favourably by her employer than a full-time worker, on the ground that she was a part-time worker, contrary to regulations 5, Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000 is dismissed.
4. The claimants claim that she was victimised for doing a protected act, contrary to section 27 Equality Act 2010 is dismissed.
5. The claimants claim that she was automatically unfairly dismissed for asserting a statutory right contrary to either section 104 Employment Rights Act 1996, or any alternative sections 10 to 12 of the Employment Relations Act 1999 in respect of the right to be accompanied is dismissed.
6. The claimants claim in respect of unpaid holiday pay under the Working Time Regulations 1998 is dismissed.

Employment Judge Rayner

Dated: 10 December 2020

Sent to parties on: 7 January 2021

FOR THE TRIBUNAL OFFICE

Notes

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

Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at: <https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness.