



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs I De Leon

**Respondents:** (1) Care Ethic Ltd  
(2) Powys County Council

**Heard at:** Cardiff

**Before:** Employment Judge C Sharp  
(sitting alone)

**Representation:**  
**Claimant:** In person  
**Respondents:** (1) Mr G Lethbridge-May (Director)  
(2) Mr C Howells (Counsel)

**Interpreter:** Ms H Makil (Tagalog – Filipino)

## JUDGMENT

The Claimant was a worker of the First Respondent. Consequently, she does not have standing to bring a claim of unfair dismissal (which is struck out for lack of jurisdiction), but she can proceed with discrimination claims under Equality Act 2010 against the First and Second Respondents.

Employment Judge Sharp  
Dated: 23 July 2024

ORDER SENT TO THE PARTIES ON 24 July 2024

FOR THE SECRETARY TO EMPLOYMENT TRIBUNALS Mr N Roche

**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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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/>