



EMPLOYMENT TRIBUNALS

Claimant: Miss E Kabengele

Respondent: Roundabout Limited

Heard via Cloud Video Platform in the North East Region

On: 17, 18, 19 and 20 July 2023

Before: Employment Judge Ayre
Mr T Fox
Mr M Lewis

Representation

Claimant: Mr J Yamba, lay representative

Respondent: Mr N Price, counsel

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The claim for automatic unfair dismissal fails and is dismissed.
2. The respondent breached the claimant's contract of employment by giving her one week's notice of termination rather than four weeks. The respondent is ordered to pay the sum of £1,355.65 net to the claimant by way of damages for breach of contract.
3. The claim for pregnancy and maternity discrimination fails and is dismissed.
4. The claim for direct race discrimination fails and is dismissed.
5. The claim for victimisation fails and is dismissed.

Employment Judge **Ayre**

Date: 20 July 2023

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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.