



EMPLOYMENT TRIBUNALS

Claimant: Mr F Edreira

Respondent: Severn Waste Services Limited

Heard at: Midlands West

On: 26, 27, 28 and 29 February 2024

Before: Employment Judge Faulkner
Mrs S Bannister
Mr J Wagstaffe

Representation: **Claimant** - in person
Respondent - Miss C Mallin-Martin (Counsel)

JUDGMENT

1. The Respondent did not contravene section 39 of the Equality Act 2010 by discriminating against the Claimant because of his age.
2. The Respondent did not contravene section 40 of the Equality Act 2010 by harassing the Claimant related to his age.
3. The Claimant's complaints are therefore dismissed.

Note: One of the Tribunal panel members throughout, and the parties and the full Tribunal panel on 29 February 2024 only, attended remotely. The parties did not object to the case being heard in part remotely. The form of remote hearing was video.

Employment Judge Faulkner
Date: 1 March 2024

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.

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/>