



EMPLOYMENT TRIBUNALS

Claimant: Mr C Mennim

Respondent: Gateshead Community Organisation CIC

Heard at: Newcastle CFCTC **On:** 24 September 2024

Before: Employment Judge Arullendran

Members: Mr P Curtis
Mr TD Wilson

Representation:

Claimant: Mrs Denise Mennim (claimant's wife)

Respondent: Mrs Corrina Mulholland (director)

JUDGMENT

The unanimous Judgment of the Tribunal is as follows:

1. The complaint of harassment related to age contrary to section 26 of the Equality Act 2010 is not well-founded and is dismissed.
2. The complaint of direct age discrimination contrary to section 13 of the Equality Act 2010 is not well founded and is dismissed.
3. The complaint of been subjected to detriment for making a protected disclosure contrary to section 48 of the Employment Rights Act 1996 is not well-founded and is dismissed.
4. The complaint of automatic unfair dismissal for making a protected disclosure contrary to section 103A of the Employment Rights Act 1996 is not well-founded and is dismissed.

Employment Judge Arullendran

Date: 24 September 2024

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless 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/>