

EVIDENCE TOOLKIT

AI Evidence Analysis Report

Case Reference: DEMO_MINI_WORKPLACE

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CASE ANALYSIS SUMMARY: DEMO_MINI_WORKPLACE

Generated: 2025-10-08 01:08:45

CASE OVERVIEW

Evidence pieces analyzed: 15

Evidence types: document, image

Overall legal significance: HIGH

Cross-evidence correlations: 9

EXECUTIVE SUMMARY

This case involves a dispute at a Sainsbury's store, centering on the suspension of Paul Boucherat due to alleged gross misconduct linked to handling food safety concerns. Paul, a neurodivergent employee, lodged multiple grievances related to safety standards, which management seemingly disregarded. This scenario raises significant issues about potential discrimination, unfair dismissal, and health and safety breaches. The strong evidence presented, including procedural gaps and unresolved grievances, highlights failures in duty of care and potential breaches of the Equality Act 2010 and Employment Rights Act 1996.

The strongest evidence in favor of Paul includes documented procedural gaps during his suspension process, potential discriminatory actions based on his neurodivergent status, and mismanagement of food safety complaints. These elements provide a robust basis for potential claims of unfair dismissal and discrimination. Given the systemic nature of these issues, there is a compelling case for favorable tribunal outcomes, with a strong likelihood of demonstrating unfair treatment and procedural deficiencies.

EVIDENCE ANALYSIS

1. IMG_2088.JPEG (IMAGE)

SHA256: cfc752cba1e45413...

Size: 688,292 bytes

Confidence: 0.90

Key findings:

- Scene: The image shows the interior of a refrigerator or freezer shelf. There is a plastic package of red meat labeled with a red sticker resting on the shelf. The shelf is stained with what appears to be blood or meat juices that have leaked from the packaging. A hand wearing a dark glove is visible on the right side, holding the packaged meat. The shelf structure is white with a black metal frame and a transparent plastic guard or cover on the right edge. There is visible dirt or residue on the black frame near the bottom of the image. The background includes another shelf below with blurred items.
- Text detected: Keep refrigerated 30 JAN ORIGIN UK D011747
- Objects: Plastic-packaged meat, Refrigerator shelf, Hand with glove

2. IMG_2408.JPEG (IMAGE)

SHA256: 9bc6857ed3d854a6...

Size: 668,970 bytes

Confidence: 0.85

Key findings:

- Scene: Close-up image of a hand holding a vacuum-sealed package containing a dark red food item above a surface with visible dark stains or spills. The package label includes text and a date. The surface below has metal and plastic components, likely part of a refrigerator or storage rack. The hand is positioned at the upper left of the image, partially obscuring the label on the package.
- Text detected: Keep refrigerated Use by 11 FEB
- Objects: hand, vacuum-sealed food package, metal rack or grill, plastic container or drawer

3. 2025-08-24-LETTER-Suspension-AM.txt (DOCUMENT)

SHA256: 91d9897af9fa4d98...

Size: 1,636 bytes

Confidence: 0.90

Legal significance: high

Risk flags: confidential, time_sensitive

Key findings:

- This letter from Amy Martin to Paul Boucherat formally confirms Paul's suspension on full pay starting 24/08/2025 pending investigation into allegations of gross misconduct related to unreasonable behaviour and not picking shopping items. The suspension is precautionary, not disciplinary, and includes restrictions on attendance and communications. Contact information and references to company policies and support resources are included.
- Extracted 7 entities: date, organization, person

4. IMG_3724.JPEG (IMAGE)

SHA256: 83afd6d8dfbf464...

Size: 661,793 bytes

Confidence: 0.95

Key findings:

- Scene: The image shows a close-up view of a supermarket or store shelf containing multiple boxed food products. In the foreground, there is a purple box labeled '2 Belgian Chocolate Cheesecakes' by Sainsbury's, positioned at an angle. Behind and beside it are other boxed products with packaging in bright colors including yellow, pink, orange, and blue. The shelf surface appears slightly worn and dirty near the front edge. The focus is primarily on the purple cheesecake box.
- Text detected: 2 Belgian Chocolate Cheesecakes by Sainsbury's
- Objects: boxed food products, shelf, packaging boxes

5. IMG_3275.JPEG (IMAGE)

SHA256: 7ab3eddbce2da1121...

Size: 938,366 bytes

Confidence: 0.95

Key findings:

- Scene: The image shows a close-up view of a refrigerated grocery shelf stocked with various bottled drinks and boxed protein yogurt. Some bottles have visible labels such as 'Classic Choco' and '34g'. The shelf edge has several dark brown stains or spills. Part of a person's right leg and foot wearing black pants and black shoes are visible at the bottom center of the image, standing on a floor with a tile pattern and a promotional floor mat advertising 'Arla Protein'.
- Text detected: PROTEIN, CLASSIC CHOCO, 34g, Arla, NEW
- Objects: bottles, protein yogurt cups, cardboard boxes, person's leg and foot, floor mat

6. IMG_2205.JPEG (IMAGE)

SHA256: dd89b4e5acfa5894...

Size: 826,500 bytes

Confidence: 0.90

Key findings:

- Scene: Close-up image of a section of a store or supermarket shelf with black metal dividers and a white speckled surface. Food residue and dirt are visible on the shelf surface and on the black divider base. Part of a packaged product is visible in the background with a 'Use by' date printed on a white label attached to the packaging, which reads '20-09-21'.
- Text detected: Use by 20-09-21
- Objects: metal shelf divider, packaged food product, white label

7. IMG_2856.JPEG (IMAGE)

SHA256: 946497a733f4c8ef...

Size: 592,685 bytes

Confidence: 0.95

Key findings:

- Scene: The image shows a close-up view of a white metal or plastic shelf or rack with some scuff marks and dirt. Below the shelf, the top part of a green packaged product labeled 'ACTIVIA' by Danone is partially visible. The text 'NEW LOOK GREAT TASTE' is visible on the left side of the package. The shelf appears to be indoors and is part of a larger storage or refrigeration unit.
- Text detected: NEW LOOK GREAT TASTE DANONE ACTIVIA 22/04
- Objects: shelf, packaged product (Activia by Danone)

8. 2025-03-22-EMAIL-MeetingFollowUpNotes-PB-AM-MK.txt (DOCUMENT)

SHA256: 8dcc38fd8610aae8...

Size: 5,561 bytes

Confidence: 0.95

Legal significance: high

Risk flags: time_sensitive

Key findings:

- This email thread documents a workplace communication between Paul Boucherat and Amy Martin at Sainsbury's regarding food safety concerns, cleaning schedules, and conflicts between food safety requirements and productivity metrics (IPH). Paul raises concerns that systemic issues in cleaning and training are not adequately addressed, and that current solutions improperly shift responsibility to individual employees. Amy responds clarifying procedures and provides documentation schedules. The

exchange includes potential implications for compliance with legal food safety standards and internal workplace policies.

- Extracted 12 entities: person

9. 2025-03-01-EMAIL-PaulBEscalatestoMichaelK-PB-MK.txt (DOCUMENT)

SHA256: 0d054a0a77eb75b9...

Size: 2,699 bytes

Confidence: 0.95

Legal significance: high

Risk flags: time_sensitive, confidential

Key findings:

- The document is a series of email communications dated February and March 2025 concerning an urgent health and safety issue in Aisle 1 (Meat Section) at a Sainsbury's store. Paul Boucherat raises ongoing food safety concerns in a detailed letter addressed to Rachel Hemmings and discusses formal HR meeting aspects, emphasizing the need for consideration of his neurodivergent condition. Michael Kicks plans to schedule cleaning for the aisle over four Sundays to resolve the issue and assures adherence to the cleaning program. The emails demonstrate the escalation and follow-up process involving store management and HR representatives to address health and safety compliance.

- Extracted 8 entities: organization, person

10. 2025-06-20-EMAIL-FairTreatment-PB-ER.txt (DOCUMENT)

SHA256: 76ba8cb49367785b...

Size: 2,088 bytes

Confidence: 0.95

Legal significance: high

Risk flags: time_sensitive, confidential

Key findings:

- Paul Boucherat submitted a formal complaint of unfair treatment following the mishandling of health and safety concerns he raised at the Swadlincote store. Despite raising serious food safety issues in good faith, his concerns were initially dismissed by local management, causing personal stress and a failure of the employer's duty of care. Paul seeks a formal review, acknowledgment of impact, clarity on future handling of such issues, and a discussion of photographic evidence related to hygiene risks. The complaint references possible protected disclosure implications and requests remedial action from Employment Relations support and executives.

- Extracted 8 entities: organization, person

11. IMG_2343.PNG (IMAGE)

SHA256: d875d12f3bfa51f3...

Size: 6,163,644 bytes

Confidence: 0.95

Key findings:

- Scene: The image shows a close-up view inside a refrigerated display or storage unit. There is a packaged portion of fresh meat visible on a plastic tray with a label on top. A person's hand wearing a blue glove is interacting with a digital tablet or device on top of the meat package. There are red liquid stains that resemble blood or meat juice spilled on the white surface of the refrigerator shelf. The background includes some black and white elements consistent with a refrigeration unit rack or divider.

-
- Text detected: Keep refrigerated

Use by 04 NOV

ORIGIN IE

D0174 L7 290

0332423

SLAUGHTERED IN IE 1084

CUT IN IE 574 UK 7195

GB 7195

- Objects: packaged meat tray, digital tablet device, hand with blue glove, refrigeration shelf

12. pb-claims.txt (DOCUMENT)

SHA256: 38ed060fbaefc1c0...

Size: 577 bytes

Confidence: 0.90

Legal significance: medium

Risk flags: confidential

Key findings:

- The document is a personal statement describing workplace experiences related to management changes and concerns raised about treatment after raising serious issues. It references a positive Local Authority Food Safety audit but expresses feelings of victimization and being ignored over an extended period. The author also discloses neurodivergent conditions. The statement contains potential indications of workplace grievances but no direct threats or admissions of inappropriate conduct.
- Extracted 8 entities: date, organization, person

13. IMG_3685.JPEG (IMAGE)

SHA256: 53e78d0e4649c5cd...

Size: 674,568 bytes

Confidence: 0.95

Key findings:

- Scene: Close-up view of packaged whole chickens on a white, slightly stained shelf. The packages have yellow labels indicating the chickens are 'British Corn Fed Whole Chicken' by Sainsbury's. There is visible barcode and some other text on the label. The shelf surface shows some dirt, stains, and remnants of torn labels or stickers.
- Text detected: BRITISH CORN FED WHOLE CHICKEN by Sainsbury's 0125401009908 GB 8005
- Objects: packaged whole chickens, barcode label, store shelf

14. IMG_2666.JPEG (IMAGE)

SHA256: a546f1950fece254...

Size: 629,811 bytes

Confidence: 0.85

Key findings:

- Scene: Close-up image of a refrigerated shelf inside a fridge or freezer. The photo focuses on the upper section of the shelf where there is a build-up of yellowish grime or mold along the edge. The shelf appears

to be white plastic with some dirt and debris on it. Below the shelf, there are packages of processed meat or deli products, wrapped in transparent plastic with labels, stacked on multiple levels. The image is slightly out of focus, especially in the lower half where the meat packages are. The environment looks somewhat neglected in cleanliness terms.

- Objects: refrigerated shelf, plastic shelf support, packs of meat or deli products

15. first-report-packaging-mar.PNG (IMAGE)

SHA256: a7e392149272a176...

Size: 1,958,614 bytes

Confidence: 0.85

Key findings:

- Scene: The image shows a refrigerated display shelf in a store containing packaged ground beef with labels indicating 5% fat content. The packages are vacuum-sealed and arranged on two shelves. There are visible red stains and some smearing on the white display shelf between the packages, suggesting meat juices or residue. The labels have red and blue colors with text and a small icon. The setting appears to be a supermarket or grocery store meat section.
- Text detected: 5% FAT BEEF MINCE
- Objects: packaged ground beef, refrigerated display shelf, label

ENTITY CORRELATIONS

- Paul Boucherat (person)

Appears in 4 evidence pieces

Average confidence: 0.98

- Amy Martin (person)

Appears in 3 evidence pieces

Average confidence: 0.96

- Keep (text_in_image)

Appears in 3 evidence pieces

Average confidence: 0.70

- Use (text_in_image)

Appears in 3 evidence pieces

Average confidence: 0.70

- Swadlincote Store (organization)

Appears in 2 evidence pieces

Average confidence: 0.97

- Michael Kicks (person)

Appears in 2 evidence pieces

Average confidence: 0.96

- Rachel Hemmings (person)

Appears in 2 evidence pieces

Average confidence: 0.95

- Sainsbury's Supermarkets (organization)

Appears in 2 evidence pieces

Average confidence: 0.95

- Trish Sullivan (person)

Appears in 2 evidence pieces

Average confidence: 0.94

■ TIMELINE

2025-01-31 00:00 - Date mentioned: 31st Jan 2025 - Following our one-to-one meeting on Friday (31st Jan) in the HR office

2025-02-02 00:00 - Date mentioned: February 2, 2025 - Feb 2: Submitted food safety concerns letter

2025-02-02 00:00 - Date mentioned: 02/02/25 - Subject: Urgent Health & Safety Concern – Aisle 1 (Meat Section) 02/02/25

2025-02-08 00:00 - Date mentioned: February 2025 - In February 2025, Samantha Boucherat and I co-submitted a formal H&S; concern

2025-02-09 00:00 - Date mentioned: February 9, 2025 - Feb 9: Attended 4:00 AM meeting about photography (my first shift back from scheduled holiday)

2025-02-20 00:00 - Date mentioned: February 20, 2025 - Feb 20: Requested proper cleaning equipment (received ice scraper)

2025-03-05 00:00 - Date mentioned: March 5, 2025 - Mar 5: Received Sunday cleaning plan email

2025-03-05 00:00 - Date mentioned: 05 March 2025 - Date Wed 05/03/2025 18:37

2025-03-06 00:00 - Date mentioned: March 6, 2025 - Mar 6: Meeting about IPH metrics (which I was asked to attend after my shift ended at 8:00 AM)

2025-03-08 00:00 - Date mentioned: March 2025 - Local Authority Food Safety audit gave the Swadlincote 5/5 in March 2025.

LEGAL RISK ASSESSMENT

Tribunal success probability: 75%

Recommended immediate actions:

- File ET1 within 14 days to preserve claims.
- Initiate ACAS early conciliation procedures.
- Obtain witness statements from Amy Martin and Michael Kicks.
- Engage expert analysis on health and safety procedure compliance.

■■ RISK FLAGS IDENTIFIED

Total risk flags: 8

Unique risk types: 2

