



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Parmar

Respondent: BASE FS Ltd (formerly known as Your Concern UK Limited)
& Others

Heard at: Lincoln

On: Monday 23 July 2018, Wednesday 25 July 2018 and
Thursday 26 July 2018

Before: Employment Judge Legard

Members: Mr R Jones
Ms GD Turner

Representation

Claimant: Mr Bidnell-Edwards, Counsel

Respondent: M Cameron, Consultant

JUDGMENT

1. The claim for constructive unfair dismissal is not well founded and is dismissed.
2. The claim for pregnancy alternatively maternity discrimination contrary to s.18 the Equality Act is not well founded and is dismissed.
3. The claim for indirect discrimination is not well founded and is dismissed.
4. The claim in respect of the Claimant's flexible working application under s.80H of the Employment Rights Act is not well founded and is dismissed.
5. The claim for unlawful deduction from wages is dismissed upon withdrawal

by the Claimant.

Employment Judge Legard

Date 10th September 2018

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

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.