



EMPLOYMENT TRIBUNALS

Claimant: Ms J Lupton
Respondent: Ms O Balay
Heard at: London South Employment Tribunal
On: 20/09/2021
Before: Employment Judge Dyal, Mr R Shaw, Ms J Saunders
Representation:
Claimant: Mr MacMillan, Counsel
Respondent: in person

JUDGMENT

1. The Respondent subjected the Claimant to detriment contrary to s.47C Employment Rights Act 1996 read with regulation 19 Maternity and Parental Leave etc Regulations 1999 and discriminated against her contrary to s.18 Equality Act 2010 as follows:
 - 1.1 By the text message of 5 February 2020 described at paragraphs 1.1 – 1.5 of the list of issues;
 - 1.2 By placing the advert for childcare of 24 January 2020.
2. The Claimant was constructively dismissed contrary to ss.94 and 99 Employment Rights Act 1996 read with regulation 20 Maternity and Parental Leave etc Regulations 1999. The reason for the dismissal was connected to pregnancy.
3. The complaints are otherwise dismissed.

Employment Judge Dyal
Date: 22 September 2021

Sent to the parties on
Date: 27 September 2021