



EMPLOYMENT TRIBUNALS

Claimant: Miss K Ferguson

Respondent: G4S Secure Solutions (UK) Limited

HELD AT: Manchester

ON: 30 September – 1
October 2021

BEFORE: Employment Judge Slater
Mr I Frame
Mr R Cunningham

REPRESENTATION:

Claimant: In person

Respondent: Mr N Sheppard, in house solicitor

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The following complaints of pregnancy discrimination, contrary to sections 18 and 39 Equality Act 2010 are well founded:
 - 1.1. That the respondent failed to adjust the claimant's hours;
 - 1.2. That the respondent failed to find a redeployment option for the claimant or failed to explore the possibility thereof;
 - 1.3. That the respondent raised issues regarding her references which they had previously accepted;
 - 1.4. That the respondent breached the fundamental term of trust and confidence due to discriminating against her because she was pregnant, causing the claimant to resign.
2. The following complaints of pregnancy discrimination, contrary to sections 18 and 39 Equality Act 2010 are not well founded:

- 2.1. That the respondent did not provide the claimant with a parking space;
- 2.2. That the respondent notified the claimant that she would not be entitled to sick pay.
3. There will be a remedy hearing on 4 March 2022 by video conference with a time estimate of one day, beginning at 10 a.m.

Employment Judge Slater

Date: 1 October 2021

JUDGMENT SENT TO THE PARTIES ON

7 October 2021

FOR THE TRIBUNAL OFFICE

Note

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.

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