



EMPLOYMENT TRIBUNALS

Claimant: Ms A E Geronimo Flores
Respondent: KTV Limited
Heard at: Croydon
On: 1-4 October 2024
Before: Employment Judge Liz Ord
Tribunal Member Elizabeth Whitlam
Tribunal Member Mike Cann

Representation:

Claimant: Ms A Sahore (Counsel)
Respondent: Mr A Kamali (Director of Respondent)

JUDGMENT

1. At all material times, the Claimant was in the Respondent's employment for the purposes of s83 Equality Act 2010. The Claimant was a worker for the purposes of s230 Employment Rights Act 1996. The Claimant was not an agency worker for the purposes of the Agency Workers Regulations 2010.
2. The Claimant's claim for maternity suspension pay is not well-founded and is dismissed.
3. The Claimant's complaint of pregnancy discrimination was made in time as there was conduct extending over a period, the last act/omission of which was within 3 months of the Claimant notifying ACAS of her claims.
4. The Claimant's complaint of pregnancy discrimination is well-founded with respect to the following allegations only:
 - a. failing to undertake an adequate risk assessment;
 - b. failing to make reasonable adjustments;
 - c. delaying in replying to the Claimant's questions about SMP;
 - d. telling the Claimant to stop coming to work on 4 October 2022.
5. The Claimant's complaint of unauthorised deductions from wages (holiday

pay) is postponed.

Employment Judge Liz Ord

Date 7 October 2024

Notes

1. 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. If written reasons are provided, they will be displayed on the tribunal's online register of judgments, which is visible to internet searches.