



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs N Davidson

**Respondent:** Restons Solicitors Ltd

**HELD AT:** Manchester **ON:** 8, 9 and 10 March 2017

**BEFORE:** Employment Judge Franey  
Mr G Skilling  
Mrs J Harper

## REPRESENTATION:

**Claimant:** Mr J Cullen, Counsel  
**Respondent:** Mr E Legard, Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of pregnancy and maternity discrimination under section 18 Equality Act 2010 is dismissed on withdrawal.
2. The complaint in respect of holiday pay is dismissed on withdrawal.
3. The complaint of direct pregnancy and maternity discrimination under section 13 Equality Act 2010 relating to treatment during maternity leave is dismissed on withdrawal since section 18(7) disappplies section 13 during the protected period.
4. The complaint of direct pregnancy and maternity discrimination under section 13 Equality Act 2010 relating to treatment on return from maternity leave in February 2016 fails and is dismissed.
5. The complaint of unfair dismissal fails and is dismissed.

6. The complaint of breach of contract relating to notice of termination fails and is dismissed.

Employment Judge Franey

10 March 2017

JUDGMENT SENT TO THE PARTIES ON  
16 March 2017

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.