



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss D Howell

**Respondent:** Nannic UK Limited

**Heard at:** Teesside                      **On:** 8 & 9 June 2017

**Before:** Employment Judge Morris                      **Members:** Mrs C E Hunter  
Mr D Morgan

***Representation:***

**Claimant:** In person

**Respondent:** Mr R Morton, Solicitor

## JUDGMENT

The unanimous judgment of the Tribunal is as follows:

- 1 The claimant's claim that the respondent discriminated against her because of the protected characteristic of sex by treating her less favourably than it treats or would treat others (direct discrimination) is not well-founded.
- 2 The claimant's claim that the respondent discriminated against her in the "protected period" in relation to a pregnancy of hers by treating her unfavourably because of her pregnancy or because of illness suffered by her as a result of it is not well-founded.
- 3 The claimant's claim that her dismissal by the respondent was unfair in that the reason or principal reason for her dismissal was her pregnancy is not well-founded.

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**Employment Judge Morris**

**Date** 19 June 2017

**JUDGMENT SENT TO THE PARTIES ON**

22 June 2017

**G Palmer  
FOR THE TRIBUNAL**

**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.