



EMPLOYMENT TRIBUNALS

Claimant: Ms C Ryan

Respondent: Edgeview Homes Ltd

Heard at: Birmingham **On:** 21 & 22 October 2019

Before: Employment Judge Connolly (sitting alone)

Appearances

For the claimant: In person

For the respondents: Mr A Serr (Counsel)

JUDGMENT

The Judgment of the tribunal is that:

1. The claimant was unfairly dismissed. Her claim of unfair dismissal succeeds.
2. The claimant's claim of discrimination because of pregnancy or maternity leave was struck out on 3 October 2019 because the claimant did not pay the deposit ordered as a condition of being permitted to continue to advance that claim.
3. There was a 100% chance that the claimant would have been fairly dismissed by the respondent and no compensatory award is payable to the claimant pursuant to s.123(1) of the Employment Rights Act 1996.
4. Further or alternatively, no award is made to the claimant pursuant to s.122(2) and s.123(6) of the Employment Rights Act ('ERA') 1996 to reflect culpable and blameworthy conduct on the claimant's part before she was dismissed.

Employment Judge Connolly

22 October 2019

Note

Reasons for the judgment having been given orally at the hearing and written reasons not having been requested, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.