



Case Number: 1301328/2019

EMPLOYMENT TRIBUNALS

Claimant

Respondent

Ms E Penfold

-v-

Our Place Schools Limited

FINAL MERITS HEARING

Heard at: **Centre City Tower, Birmingham**

On: **11-13 March 2020**

Before: **Employment Judge Perry** Members:

**Miss SP Outwin
Mr TC Liburd**

Appearances

For the Claimant:

In person

For the Respondent:

Mr I Wheaton (counsel)

JUDGMENT

In our unanimous judgment:-

- 1 The claimant was not entitled to treat herself as dismissed, in the alternative the reason or principal reason for her dismissal was not one that fell within s.99 or s.100 Employment Rights Act 1996. Those complaints are all dismissed.
- 2 There was no contravention of part 5 of the Equality Act 2010 and the claimant was not subjected to pregnancy/maternity discrimination in contravention of s.18 Equality Act 2010. That complaint is also dismissed.
- 3 The tribunal does not have jurisdiction to hear her other complaint(s). They too are dismissed.

Signed by: Employment Judge Perry

Signed on: 16 March 2020

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.