



EMPLOYMENT TRIBUNALS

Claimant: Ms H McCarthy

Respondent: Right Choice Services Ltd

Heard at: Watford Employment Tribunal (by video)

On: 11 and 12 January 2021

Before: Employment Judge Quill; Mr W Dykes; Mr D Wharton

Appearances
 For the Claimant: In Person
 For the respondent: Ms Hall, consultant

This was a remote hearing with the consent of the parties. The form of remote hearing was [V: video fully (all remote)]. A face to face hearing was not held because it was not practicable. The documents that I was referred to are in a bundle of 115 pages, the contents of which we have recorded.

JUDGMENT

1. The complaint of detriment because of pregnancy contrary to s47C of the Employment Rights Act 1996 ("ERA") succeeds.
2. The complaint of automatic unfair constructive dismissal contrary to s99 ERA succeeds.
3. The complaint of pregnancy discrimination as defined by s18 Equality Act 2010 ("EqA") succeeds
4. The complaint of direct sex discrimination contrary to ss13 and 39 EqA fails.
5. There will be a remedy hearing, by video, on **Thursday 27 May 2021 from 10am to 1pm.**

Employment Judge Quill

Date 18/01/2021

JUDGMENT SENT TO THE PARTIES ON

.....18/02/2021.....

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FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.