



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

Sara Gadd

v

TC Facilities Management Limited

**Heard at:** Bury St Edmunds

**On:** 25 February 2021

**Before:** Employment Judge Laidler

**Appearances**

**For the Claimant:** Did not attend and was not represented

**For the Respondent:** Mr G Underwood, Consultant

**COVID-19 Statement on behalf of Sir Keith Lindblom, Senior President of Tribunals**

This has been a remote hearing on the papers which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (V). A face to face hearing was not held because it was not practicable during the current pandemic and all issues could be determined in a remote hearing on the papers.

## JUDGMENT

1. The complaints of sex discrimination and unfavourable treatment because of pregnancy or because of illness suffered by the Claimant as a result of it, are dismissed in the absence of any evidence from the Claimant to support her complaints.
2. The Respondent dismissed the Claimant for 'some other substantial reason' and acted fairly in all the circumstances of the case in treating that reason as one to justify the dismissal of the Claimant.

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Employment Judge Laidler

Date: 27 April 2021

Sent to the parties on: 14 May 2021

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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.