



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Hennessy

**Respondent:** Hills Panel Products Limited

**Heard at:** Manchester

**On:** 7 and 8 March 2022

**Before:** Employment Judge Leach  
Dr H Vahramian  
Mr A Clarke

## Representation

Claimant: Mr Hennessy (claimant's uncle)

Respondent: Mr Underwood (HR Adviser)

# JUDGMENT

1. The claimant does not succeed in her complaints:-
  - 1.1 under s57A Employment Rights Act 1996 ("ERA") (Unreasonable failure to permit time off for dependants);
  - 1.2 of indirect discrimination (protected characteristic, sex) under s19 Equality Act 2010;
  - 1.3 of unfair (constructive) dismissal under sections 98 and/or 99 and/or 104 ERA.
2. This claim is therefore dismissed.

Employment Judge Leach  
Date: 9 March 2022

JUDGMENT SENT TO THE PARTIES ON  
11 March 2022

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.

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