



EMPLOYMENT TRIBUNALS

Claimant: Ms D Silva Amaral

Respondent: KCP Ltd

Heard at: Reading (via CVP)
On: 23 and 24 November 2021
21 and 22 March 2022

Before: Employment Judge Eeley
Ms A Crosby
Mr G Edwards

Representation

Claimant: In person

Respondent: Mrs W Miller, counsel (23 and 24 November 2021 only).
Mr A Williams, Peninsula (21 and 22 March 2022 only).

JUDGMENT

1. The Tribunal has jurisdiction to determine all of the claimant's complaints of discrimination as they were part of conduct extending over a period and were presented within the relevant time limit pursuant to section 123(3)(a) of the Equality Act 2010.
2. The Tribunal finds that the following complaints of pregnancy discrimination contrary to section 18 Equality Act 2010 are well founded and are upheld:
 - (1) The complaint regarding the comments made and questions asked by Mrs K Pavelyn to the claimant on 1st May 2019 regarding the claimant's personal and financial circumstances in the context of having a child.
 - (2) The complaint regarding the comments made by Mrs K Pavelyn to the claimant on 21 May 2019 regarding the claimant working in a self-employed capacity and her entitlement to statutory maternity pay.
 - (3) The complaint that the claimant's housekeeping duties at Mrs Pavelyn's home were withdrawn/came to an end in May 2019.

3. The Tribunal finds that the remaining complaints of pregnancy discrimination are not well founded and they are dismissed.
4. A further hearing will be listed to determine the appropriate remedy for the claimant.

Employment Judge Eeley

Date: 22 March 2022

JUDGMENT SENT TO THE PARTIES ON

31/3/2022

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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.

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