



EMPLOYMENT TRIBUNALS

Claimant: Miss E Grand-Maison
Respondent: Asda Stores Limited

Heard at: East London Hearing Centre
On: 26, 27, 28 and 29 April 2022 and 3 May 2022
Before: Employment Judge Burgher

Representation

For the Claimant: In person
For the Respondent: Mr A Rozycki (Counsel)

JUDGMENT

1 The Claimant's complaint that she was discriminated against because of pregnancy by being required to carry on lifting after informing her employers that she was pregnant succeeds.

2 The Claimant's complaint that she was discriminated against because of pregnancy in not redeploying her from her role that was a potential risk to her pregnancy succeeds.

3 All the Claimant's other claims for discrimination because of pregnancy fail and are dismissed.

4 The Claimant's complaint for automatic unfair dismissal by reason of pregnancy fails and is dismissed.

5 The Claimant's complaint for unfair dismissal fails and is dismissed.

6 Appropriate compensation was not considered due to a fire alarm at the Tribunal. The award will consider injury to feelings, interest and uplift in respect of the Respondent's failure to consider the Claimant's grievance appeal.

7 A remedy hearing will be listed separately, if remedy is not otherwise resolved between the parties.

Employment Judge Burgher
Date: 5 May 2022