



EMPLOYMENT TRIBUNALS

Claimant: Miss N Beech

Respondent: Slicks Sports & Bars Ltd

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

Heard by: Video (VHS)

On: 27 to 30 June 2022

Before: Employment Judge Gray

And Members: R Goddard and MJ Cronin

Appearances

For the Claimant: Mr T Beech (Claimant's father)

For the Respondent: Mr J Munro (Solicitor)

JUDGMENT ON LIABILITY ONLY

The unanimous judgment of the tribunal is that:

- The first, second and fourth allegations of discrimination under section 18 of the Equality Act, succeed.
- The third, fifth and sixth allegations of discrimination under section 18 of the Equality Act fail and are dismissed.
- The complaints of harassment for pregnancy and maternity were not pursued, being outside of the statutory definition and are therefore dismissed.
- The Claimant has proven that the claimed wages, being furlough pay from the 6 July 2020 to the start of her maternity period (which she says would be the 30 November 2020) and her maternity pay (for the period the Claimant took as maternity leave), were properly payable to her and have been deducted without authorisation.

Employment Judge Gray
Dated 30 June 2022

Judgment sent to Parties on
11 July 2022 By Mr J McCormick

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.