



**Case No. 2301736/2019**

# **EMPLOYMENT TRIBUNALS**

**Claimant:** Ms K Olbrechts

**Respondent:** Kent Community Health NHS Foundation Trust

**Heard at:** London South (By CVP)      **On:** 3-6 May 2022

**Before:** Employment Judge Self  
Mrs C Wickersham  
Ms G Mitchell

## **Appearances**

For the Claimant: In Person

For Respondent: Miss H Patterson - Counsel

## **JUDGMENT**

1. The Claimant's claims of direct discrimination pursuant to section 18 of the Equality Act 2010 marked at 3.1 and 3.3 of the List of Issues are well-founded and succeed.
2. The Claimant's claims of harassment related to her sex pursuant to section 26 Equality Act 2010 marked at 3.3 and 3.5 are well founded and succeed.
3. All other claims are dismissed.
4. The Respondent shall pay £10,000 compensation to the Claimant for Injury to Feelings and £2892.99 interest. The total payable is £12,892.99.
5. Pursuant to section 124 (3) Equality Act 2010 the Tribunal makes a Recommendation that the Respondent's Maternity Policy be amended so as to include wording which compels the Respondent to carry out an initial Risk

Assessment within 28 days of notification of pregnancy, save in exceptional circumstances.

Employment Judge Self  
16 June 2022