



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Lalli

**Respondent:** Derby City Council

**Heard at:** Nottingham **On:** 30 May 2023 (Tribunal reading day),  
31 May, 1 June, 2 June, 5 June, 6 June,  
7 June and 13 June 2023

**Before:** Employment Judge McTigue  
Tribunal Member Newton  
Tribunal Member Hill

## Representation

Claimant: Litigant in person

Respondent: Mr Zaman, Counsel

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. In respect of the issues listed at 4.1 to 4.15.4 of the agreed list of issues, the claimant's claim of maternity and pregnancy discrimination, under section 18 of the Equality Act 2010, was not made within the time limit in section 123 of the Equality Act 2010 and it is not just and equitable in all the circumstances to extend time.
2. In respect of the issues listed at 4.16.1 and 4.16.2 of the agreed list of issues, the claimant's claim of direct pregnancy discrimination, under section 13 of the Equality Act 2010, was not made within the time limit in section 123 of the Equality Act 2010 and it is not just and equitable in all the circumstances to extend time.
3. In respect of the issues listed at 4.17.1 and 4.17.2 of the agreed list of issues, the claimant's claim of direct pregnancy discrimination, under section 13 of the Equality Act 2010, is not well founded and is dismissed.
4. The claimant's case of victimisation, under section 27 of the Equality Act 2010, was not made within the time limit in section 123 of the Equality Act 2010 and it is not just and equitable in all the circumstances to extend time.
5. The claimant's case of sexual harassment, under section 26(2) of the Equality Act 2010, was not made within the time limit in section 123 of the Equality Act 2010 and it is not just and equitable in all the circumstances to extend time.

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Employment Judge McTigue

Date 13 June 2023

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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