



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr P Taberner

**Respondent:** ALM Translations Limited

**Heard at:** Manchester Employment Tribunal

**On:** 20, 21 and 22 June 2023

**Before:** Employment Judge M Butler  
Mr B Rowen  
Dr H Vahramian

## **Representation**

**Claimant:** Self-representing

**Respondent:** Mrs E Afriyie (Senior Litigation Consultant)

# JUDGMENT

1. The claim of being subjected to a detriment because of taking parental leave, pursuant to Regulation 19 of the Maternity and Parental Leave Regulations 1999 is not well founded and is dismissed.
2. The claim of direct sex discrimination does not succeed and is dismissed.
3. The claimant was found to not have been constructively dismissed. The claim for unfair constructive dismissal is dismissed.

Employment Judge **Mark Butler**

Date 23 June 2023

JUDGMENT SENT TO THE PARTIES ON  
30 June 2023

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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