



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Lucy Marley

**Respondents:** (1) Premier EA and FS Ltd  
(2) Mr Darren Burke  
(3) Mr Phillip Green

**Heard at:** East London Hearing Centre

**On:** 19, 20, 21, 22 and 26 September 2023 (in person),  
Tribunal sitting in chambers on 2, 3, 4 and 10 October  
2023  
The parties attended for judgment on 11 October 2023  
(hybrid)

**Before:** Employment Judge C Lewis  
**Member:** Ms W Blake-Ranken

## Representation

**Claimant:** In person

**Respondent:** Ms S Clare – Counsel (19-22 and 26 September 2023)  
Ms K Bussell – Solicitor (11 October 2023 for judgment and  
case management)

# JUDGMENT

The unanimous decision of the tribunal is as follows:

1. The Claimant's claim under s 18 of the Equality Act 2010, pregnancy and maternity discrimination, succeeds in respect of issues 1.2-1.15;
2. The Claimant's claim under s 27 of Equality Act 2010, victimisation, succeeds in respect of issues 1.7- 1.15;
3. The claims under s 47B of the Employment Rights Act 1996, whistleblowing detriment, succeed in respect of issues. 1.7- 1.15;
4. The claim for unfair dismissal succeeds. We find that the Claimant's dismissal was an act of victimisation contrary to s 27 of the Equality Act 2010.
5. On the issue of alleged illegality, we do not find that it would be proportionate to deny the Claimant the relief to which she would otherwise be entitled.

**Case Numbers: 3206724/2021 And 3200767/2022**

6. A remedy hearing has been listed on 11 January 2024.

**Employment Judge C Lewis  
Dated: 12 October 2023**