



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Zowie Young

**Respondent:** Shift Group Limited

**Heard at:** Southampton (by CVP) **On:** 18, 19 and 20 July 2023

**Before:** Employment Judge Halliday  
Mrs J Killick  
Mr D Stewart

**Representation**

**Respondent:** Mr T Fuller (Chartered Institute of Legal executives) **Claimant:** In person

## JUDGMENT

The unanimous decision of the tribunal is that:

1. The claimant's claim for pregnancy related discrimination under sections 18 and 39 of the Equality Act 2010 in relation to the heads of claim relating to pressure to return to the office, the pregnancy risk assessment, the cancellation of her shifts and the comment made by her line manager are well-founded and succeed. The remaining heads of claim fail and are dismissed.
2. The remedy hearing will be held on 8<sup>th</sup> November 2023.

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Employment Judge Halliday  
Date: 20 July 2023  
Corrected on: 16 November 2023

Amended Judgment sent to the parties on 07 December 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.