



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Ms J Mahmood**

**v**

**Blue Rose Care Limited**

**Heard at:** Reading Tribunal      **On:** 23,24 August and 15, 16 November 2023

**Before:** Employment Judge Cowen  
Ms C Whitehouse  
Ms A Brown

## **Appearances**

**For the Claimant:** Ms Mahmood (in person)

**For the Respondent:** Mr Jones (counsel)

# JUDGMENT

- 1 For the reasons given in the oral judgment at the hearing;
  - a. the Claimant's claim for s. 98 ERA 1996 unfair dismissal succeeds.
  - b. The Claimant's claim for s.18 EqA 2010 discrimination on the grounds of pregnancy succeeds.
  - c. The Claimant's claims for s.14 ERA unlawful deduction of wages is dismissed.
- 2 Remedy hearing will be heard on 8 February 2024.

Employment Judge Cowen

17 November 2023

JUDGMENT SENT TO THE PARTIES ON

5 January 2024

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FOR THE TRIBUNAL OFFICE

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