



EMPLOYMENT TRIBUNALS

Claimant: Ms R Smith-Kennedy

Respondent: Maximus UK Services Ltd

Heard at: London South (by video)

On: 29 May 2024

Before: Employment Judge Evans
Mr S Corkerton
Mr A Peart

Representation

Claimant: in person

Respondent: Ms Polimac, counsel

JUDGMENT

1. The Tribunal makes the following recommendations:
 - a. The respondent should within the next three months review any training given to managers in relation to its pregnancy and maternity policy, with a particular focus on its obligation to conduct risk assessments;
 - b. Alternatively, if such training is not given, the respondent should design an appropriate training course within the next six months and then train all relevant managers within a further three months.
2. The respondent shall pay the claimant the following sums:
 - a. Compensation for injury to feelings: £9900 (nine thousand nine hundred pounds);
 - b. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination

Cases) Regulations 1996: £1620.89 (one thousand six hundred and twenty pounds and eighty nine pence).

Employment Judge Evans
Date: 29 May 2024

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.

Public access to employment tribunal decisions

All judgments (apart from those under rule 52) and any reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>