



# EMPLOYMENT TRIBUNALS

**Claimant:** FOZIA KAUSER

**Respondent:** JADE LEWIS t/a BRIGHT SPARKS DAY NURSERY

**Heard at:** Birmingham Employment Tribunal **On:** 3 & 4 June 2024

**Before:** Employment Judge McCluggage  
Mrs Howard  
Mr Hutchinson

## Appearances

For the claimant: In Person  
For the respondent: In Person

# JUDGMENT

The claim for pregnancy and maternity discrimination under section 18 of the Equality Act 2010 is not well founded and is dismissed.

Signed by: Employment Judge McCluggage

Signed on: 8 June 2024

*All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.*

*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.*