



EMPLOYMENT TRIBUNALS

Claimant: Miss J Kotziamani

Respondent: Frolo Limited

Heard at: London South Employment Tribunal, Croydon (by video)

On: 1-3 May 2024

Before: Employment Judge Abbott, Mrs H Carter, Ms G Mitchell

Representation

Claimant: in person

Respondent: Mr T Welch, counsel

JUDGMENT ON LIABILITY

The unanimous judgment of the Tribunal is that:

1. The claimant's complaint under section 99 of the Employment Rights Act 1996 and Regulation 20 of the Maternity and Parental Leave etc Regulations 1999 succeeds. The claimant was unfairly dismissed for a principal reason connected with the fact she sought to take ordinary maternity leave.
2. The claimant's complaint under section 18 of the Equality Act 2010 succeeds in part. The claimant was treated unfavourably by the respondent because she was seeking to exercise the right to ordinary maternity leave, in the following ways:
 - a. On or around 21 December 2021, being required to create at least two months' content by the end of December 2021 (alongside other duties) in advance of taking maternity leave; and
 - b. On 4 January 2022, being dismissed.

The complaint otherwise fails.

3. Remedy in respect of the above shall be determined at a hearing on 12 September 2024. Directions in that regard are provided in a separate Order.

Employment Judge **Abbott**
Dated: **3 May 2024**

JUDGMENT SENT TO THE PARTIES ON
14 May 2024

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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.

Public access to employment tribunal decisions

Judgments and 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/>