



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Shorney-Jones

Respondent: Multiple Sclerosis Society

Heard at: Cardiff (via video) **On:** 24, 25, 26, 27 and 28 June 2024

Before: Employment Judge R Russell
Mrs J Kiely
Mr B Roberts

Representation

Claimant: Mr R Wayman, Counsel

Respondent: Mr S Crawford, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The following complaints of pregnancy and maternity discrimination are well-founded and succeed (using the numbering of the updated agreed List of Issues):
 - (a) Allegation 1.1.1
 - (b) Allegation 1.1.2
 - (c) Allegation 1.1.3 (formerly 1.1.4)
 - (d) Allegation 1.1.6 (formerly 1.1.7)
2. The remaining complaints of pregnancy and maternity discrimination are not well-founded and are dismissed.
3. The following complaint of victimisation is well-founded and succeeds:
 - (a) Allegation 2.3.5
4. The remaining complaints of victimisation are not well-founded and are dismissed.

Employment Judge R Russell

Date 28 June 2024

JUDGMENT SENT TO THE PARTIES ON 1 July 2024

FOR THE TRIBUNAL OFFICE Mr N Roche

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/>