



# EMPLOYMENT TRIBUNALS

**Claimant:** Storm Botha

**Respondent:** White Lake Cheeses Ltd

**Heard at:** Bristol (by CVP)      **On:** 24 July 2024

**Before:** Employment Judge Street

## Representation

Claimant: in person

Respondent: Mr K Ali, counsel

## JUDGMENT

*In respect of preparation time following the Claimant's successful claims of pregnancy discrimination, contrary to the Equality Act 2010, section 18, that is unfavourable treatment including dismissal during the protected period because of pregnancy or pregnancy-related illness, of detriment for a reason related to pregnancy contrary to section 47C of the Employment Rights Act 1996, and victimisation contrary to section 27 of the Equality Act 2010; and of automatically unfair dismissal for the principal reason of pregnancy:*

**The Respondent is Ordered to pay the Claimant £1804 for preparation time.**

**Employment Judge Street**

24 July 2024

JUDGMENT SENT TO THE PARTIES ON  
12 August 2024 By Mr J McCormick

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](http://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/>