



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video)      **On:** 30 September to 4 October 2024

**Claimant:** Miss Louise Andrews

**Respondent:** B & Q plc

**Before:** Employment Judge E Fowell

Mr R Singh

Mrs J Jerram

**Representation:**

**Claimant**      Alex Findley of counsel, instructed by Pattinson and Brewer Solicitors

**Respondent**      Daniel Piddington of counsel, instructed by Womble Bond Dickinson UK LLP

## JUDGMENT ON LIABILITY

The unanimous decision of the Tribunal is as follows:

1. The claim of discrimination on grounds of pregnancy and maternity is upheld. The acts of unfavourable treatment comprised the decision to refuse the claimant's flexible working request and the conduct of the two meetings she had in relation to that request.
2. The refusal of the flexible working request was also an act of indirect sex discrimination.
3. The claims of harassment on grounds of sex and of direct sex discrimination are dismissed.
4. The claim of unlawful deduction from wages is dismissed.

5. The assessment of compensation or other remedy will take place at a further hearing, if not agreed.

Employment Judge Fowell

Date 4 October 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**

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/>