



EMPLOYMENT TRIBUNALS

Claimant: Mrs Z Tanko Sarkany

Respondent: Flight Club Darts Ltd

Heard at: London Central **On:** 29 January – 4 February 2025

Before: Employment Judge Baty
Mrs H Craik
Mr S Godecharle

Representation

Claimant: In person
Respondent: Mr J Fireman (counsel)

JUDGMENT

1. By consent, the claimant's complaint of unlawful deduction from wages succeeds and an award of £574.44 (subject to any tax or national insurance contributions which may be payable) is made, payable by the respondent to the claimant.

2. The tribunal does not have jurisdiction to hear the claimant's complaints of pregnancy/maternity discrimination and harassment related to pregnancy/maternity at paragraphs 2.6.1 and 2.6.2 of the agreed list of issues. Accordingly, those complaints are struck out. Furthermore, these complaints were presented out of time and it would not have been just and equitable to extend time. The tribunal would not therefore have had jurisdiction to hear these complaints and they would have been struck out for that reason too.

3. The claimant's complaints of pregnancy/maternity discrimination and harassment related to pregnancy/maternity at paragraph 2.6.3 of the agreed list of issues were presented out of time and it was not just and equitable to extend time. The tribunal does not therefore have jurisdiction to hear these complaints and they are struck out. If the tribunal had had jurisdiction to hear these complaints, they would have failed.

4. The claimant's remaining complaint of pregnancy/maternity discrimination (at paragraph 2.6.4 of the agreed list of issues) and her complaint of constructive unfair dismissal both fail.

Employment Judge Baty

Date 4 February 2025

JUDGMENT SENT TO THE PARTIES ON

7 February 2025

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FOR THE TRIBUNAL OFFICE