



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms K Kaur  
**Respondent:** The Urswick School  
**Heard at:** East London Hearing Centre (in public)  
**On:** 19, 20, 21, 22 and 26 November 2024  
**Before:** Employment Judge Gordon Walker (sitting alone)

## Appearances

For the claimant: Mr N Kennan, counsel  
For the respondent: Mr M Magee, counsel

# JUDGMENT

1. The claim of victimisation (section 27 Equality Act 2010) in relation to allegations 6(I), (III), (IV), (V), (VI), (VIII), (XIII) and (XIV) is well founded and succeeds. The claims were presented within the time limit at section 123 Equality Act 2010.
2. All other claims of victimisation (section 27 Equality Act 2010) are not well founded and are dismissed.
3. The claim of maternity discrimination (section 18 Equality Act 2010) is not well founded and is dismissed.
4. The claim of direct sex discrimination (section 13 Equality Act 2010) is not well founded and is dismissed.
5. The respondent must pay to the claimant the agreed sum of £13,000.

**Employment Judge Gordon Walker**  
**26 November 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.

**Case Number: 3200135/2023**

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