



EMPLOYMENT TRIBUNALS

Claimant: Miss E Carroll

Respondent: Midshires Care Limited

Heard at: Bury St Edmunds

On: 10 and 11 February (in person)
12 and 13 February (by video)

Before: Employment Judge Graham
Mr R Allan
Mr S Holford

Representation
Claimant: Mr G Carroll
Respondent: Mr O Lawrence, Counsel

JUDGMENT

1. The complaints of automatic unfair dismissal and pregnancy and maternity discrimination did not succeed and are dismissed.
2. The Respondent's application for costs is dismissed.

Approved by: Employment Judge **Graham**

Date 13 February 2025

JUDGMENT SENT TO THE PARTIES ON

4 March 2025

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 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/>