



# EMPLOYMENT TRIBUNALS

## Claimant

Sadhia Hussain

## Respondent

v Concentrix TSC UK Limited t/a  
Concentrix

**Heard at:** Sheffield (by video link – Kinly Cloud)    **On:** 19, 20 and 21 March 2025

**Before:** Employment Judge James  
Mr J Howarth  
Mr Q Shah

## Representation

**For the Claimant:**            In person

**For the Respondent:**        Mr A Maxwell, solicitor

# JUDGMENT

- (1) The allegation of unfavourable treatment/direct sex discrimination set out in the list of issues in Annex A at para 2.1.4 is dismissed, following withdrawal by the claimant at the start of the hearing.
- (2) The remaining claims of unfavourable treatment because of pregnancy/maternity leave (s.18 Equality Act 2010) are not upheld and are dismissed.
- (3) The remaining claims of direct discrimination because of sex (s.13 Equality Act 2010) are not upheld and are dismissed.
- (4) There was an unauthorised deduction of wages from the claimant's wages between September 2023 and March 2024 at the rate of £100 per month; that has since been repaid and the claimant has not proved any other consequential financial losses (s.23 Employment Rights Act 1996).

Employment Judge James  
North East Region

Dated 21 March 2025

**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.

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**Recording and Transcription**

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<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

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