



EMPLOYMENT TRIBUNALS

Claimant: Ms M Solari-Bierne

Respondent: ERSG Limited

Heard at: London South

On: 23, 24, 25, 26, 30 June, 1 and 2 July 2025

Before: Employment Judge Heath

Representation

Claimant: Mr J Jotangia (Counsel)

Respondent: Mr J Neaman (Counsel)

JUDGMENT

The claimant's claims of automatically unfair dismissal (s.99 Employment Rights Act 1996 and reg. 20 Maternity and Parental Leave Regulations 1999), pregnancy and maternity discrimination (s.18 Equality Act 2010), direct sex, pregnancy and maternity discrimination (s.13 Equality Act 2010) and detriment (s.47C Employment Rights Act 1996 and reg. 19 Maternity and Parental Leave Regulations 1999) are not well-founded and are dismissed.

Approved by:

Employment Judge Heath
3 July 2025

JUDGMENT SENT TO THE PARTIES
ON:
11 July 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/