



EMPLOYMENT TRIBUNALS

Claimant: Courtney Cesari

Respondent: Brandmovers Europe Limited

Heard at: London South (in public by video)

On: 10,11,12,13 and 14 March 2025

Before: Employment Judge N Wilson
Mr Anderson (non legal member)
Ms Khawaja (non legal member)

Appearances

For the claimant: Mr Mensah (counsel)
For the respondent: Mr Warnes (consultant)

JUDGMENT

1. The complaint of unfair dismissal under the Employment Rights Act 1996 is well founded. The claimant was unfairly dismissed. Remedy will be dealt with at a separate hearing.
2. The complaint of direct sex discrimination under Section 13 of the Equality Act 2010 is not well founded and is dismissed.
3. The complaint of discrimination because of pregnancy and/or maternity under Section 18 of the Equality Act 2010 is not well founded and is dismissed.
4. The complaint of detriment because of pregnancy, childbirth, maternity or maternity leave under Section 47(C) (2)(a) or (b) of the Employment Rights Act 1996 is not well founded and is dismissed.

5. The complaint of unauthorised deduction from wages under Section 13 of the Employment Rights Act 1996 will be determined at the remedy hearing.
6. The complaint of Notice Pay (breach of contract) will be determined at the remedy hearing.

Note

7. Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

8. All judgments and written reasons for the judgments (if provided) are published in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Employment Judge N Wilson
Dated: 14 March 2025