



EMPLOYMENT TRIBUNALS

Claimant: Miss W Elizabeth

Respondent: Recycle Proline Limited

Heard at: Liverpool

On: 21 – 25 July 2025

Before: EJ Aspinall
Mrs Plimley
Mr Alldritt

Representation

Claimant: Mr Hayward, Counsel

Respondent: Mr Katz, Solicitor

JUDGMENT

The judgment of the Tribunal is:

1. The claimant's complaint of automatically unfair dismissal for the protected reason of pregnancy is not well founded and fails.
2. The claimant's complaints of maternity discrimination are not well founded and fail.
3. The claimant's complaints of direct sex discrimination are not well founded and fail.

Employment Judge Aspinall

Date: 25 July 2025

JUDGMENT SENT TO THE PARTIES ON

1 September 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/>