



EMPLOYMENT TRIBUNALS

Claimant: Miss A Lea

Respondent: British Telecommunications PLC

Heard at: Manchester (partially by video)

On: 4, 5 and 6 June 2025
and 8 September 2025

Before: Employment Judge Cookson
Mr Pennie
Mr Stowe

REPRESENTATION:

Claimant: Mr C Mills (Counsel)

Respondent: Ms A Jervis (Advocate)

JUDGMENT

It is the unanimous decision of the Tribunal that

1. The complaint of unfavourable treatment because of pregnancy or because at the relevant time the claimant was exercising or had exercised her right to maternity leave is not well-founded and is dismissed.
2. The complaint under section 80F of the Employment Rights Act was well founded in that the respondent failed to deal with the claimant's application for flexible working in a reasonable manner. The complaint that the respondent had refused the application for a reason other one of the statutory grounds in s80(1)(b) is not well founded. The respondent is ordered to pay the claimant the sum of £3411.36 (being six weeks' pay).

Approved by:

Employment Judge Cookson

8 September 2025

Judgment sent to the parties on:

17 October 2025

For the Tribunal:

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



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

ARTICLE 12

Case number: **2411962/2023**

Name of case: **Miss A Lea** v **British Telecommunications PLC**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 17 October 2025

the calculation day in this case is: 18 October 2025

the stipulated rate of interest is: 8% per annum.

For the Employment Tribunal Office