



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Farmer

Respondent: Fresh Cut Video Ltd

Heard at: Reading in public in person **On:** 1, 2, 3, 4 December 2025

Before: Employment Judge McCooey

REPRESENTATION:

Claimant: Mr Okhuria, Consultant

Respondent: Mr Megara, Solicitor

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of automatically unfair dismissal is well-founded and succeeds
2. The complaint of pregnancy discrimination is well-founded and succeeds
3. The complaint of direct sex discrimination is dismissed upon withdrawal.
4. The complaint of victimisation is dismissed upon withdrawal.
5. The complaint of wrongful dismissal is dismissed upon withdrawal.
6. The complaint of failure to deal with a flexible working request is not well-founded and fails.

Approved by:

Employment Judge McCooey

Date: 4 December 2025

Judgment sent to the parties on:

23 December 2025

For the Tribunal:

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Note

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

Judgments (apart from judgments under rule 52) 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.