



EMPLOYMENT TRIBUNALS

Claimant: Ms G Luca

Respondent: Sugarman Health & Wellbeing Limited

Heard at: Watford

On: 21 to 23 January 2026

Before: Employment Judge Dick
Mrs A Brosnan
Mr W Dykes

Representation

Claimant: In person

Respondent: Mr H Mennon (counsel)

JUDGMENT

1. The following complaints of pregnancy/maternity discrimination are well-founded and succeed:
 - 1.1. [Issue 2.1.1] The claimant, having requested a change of responsibilities on 19th July 2022, was informed that it was the claimant's circumstances that had changed and therefore it was her problem.
 - 1.2. [Issue 2.1.5] The respondent failed to take any action upon or investigate the claimant's grievance letter dated 10th July 2023.
 - 1.3. [Issue 2.1.6] The respondent failed to provide any outcome in relation to the grievance letter dated 10th July 2023.
2. The remaining complaints of pregnancy/maternity discrimination are not well-founded and are dismissed.
3. The complaint in respect of holiday pay is not well well-founded and is dismissed. The respondent did not fail to pay the claimant in accordance with regulation 14(2) of the Working Time Regulations 1998.
4. The complaint of unauthorised deductions from wages is not well-founded and is dismissed.
5. When the proceedings were begun the respondent was not in breach of its duty to provide the claimant with a written statement of employment particulars.

6. Remedy will be decided at a hearing on 20 March 2026, by CVP, time estimate one day. Evidence on which the claimant will rely must be provided to the respondent by 6 February 2026. Evidence (if any) on which the respondent will rely must be provided to the claimant by 20 February 2026.

***NOTE:** Point 5 above reflects the oral judgment given by the Tribunal upon a reconsideration, under rule 68, of the decision which had originally been announced, shortly after that original decision had been announced. The Tribunal has indicated that it will hear further argument about that reconsideration, should either of the parties wish to pursue it, at the next hearing.*

Approved by:

Employment Judge Dick

27 January 2026

JUDGMENT SENT TO THE PARTIES
ON
2 February 2026

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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/