



EMPLOYMENT TRIBUNALS

Claimant: Ms L Alani neè Ellis-Hill

Respondent: Novadiscovery SA

Heard at: London South (by CVP)

On: 27 April 2026

Before: Employment Judge Yardley

Representation

Claimant: Mr A Pennington, Solicitor

Respondent: Did not attend

LIABILITY JUDGMENT

The judgment of the Tribunal is as follows:

1. The Respondent's response to the complaints of pregnancy and maternity discrimination and victimisation is struck out under Employment Tribunal Rule 38(1)(d) because it has not been actively pursued. Where a response is struck out, the effect is as if no response had been presented, as set out in Employment Tribunal Rule 22.
2. The complaint of discrimination on the grounds of pregnancy and maternity contrary to section 18 Equality Act 2010 is well-founded and succeeds.
3. The complaint of victimisation contrary to section 27 Equality Act 2010 is well-founded and succeeds.
4. The remedy to which the Claimant is entitled will be determined at a remedy hearing on **20 May 2026** in accordance with the directions contained in a separate Case Management Order.

Employment Judge Yardley
Date: 27 April 2026

Sent to the parties on:
Date: 8 May 2026

Note

Summary reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request for either written summary reasons or written full reasons 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 the claimant requests written summary reasons then the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.