



EMPLOYMENT TRIBUNALS

Claimant: Miss C Griffiths

Respondent: Peninsula Business Services Ltd

Heard at: Manchester

On: 13 to 16 April 2026

Before: EJ Shergill, Ms J Rathbone & Ms HD Price

Representatives

For the claimant: in person

For the respondent: Mr Mahmood, solicitor

JUDGMENT

The judgment of the tribunal is that:-

1. The claim for detriment under section 48 Employment Rights Act 1996 is dismissed.
2. The claim for direct sex discrimination under section 13 Equality Act 2010 is dismissed.
3. The claim for pregnancy and maternity discrimination under section 18 Equality Act 2010 is dismissed.
4. The complaints were brought out of time and the grounds for extending time as set out in: i) section 48(3)(b) of the Employment Rights Act 1996; and ii) section 123(1)(b) Equality Act 2010 (respectively) were not met for the reasons given at the hearing.

Employment Judge Shergill

Date: 20/04/26

Case Number: 6006296/2024

ORDER SENT TO THE PARTIES ON
12 May 2026

FOR THE TRIBUNAL OFFICE