



EMPLOYMENT TRIBUNALS

Claimant: Miss Y Borovenska

Respondent: Butchers Pet Care Ltd

Heard at: Watford

On: 18 and 19 May 2026

Before: Employment Judge Isabel Manley

Representation

Claimant: Mr J Cipa, lay representative

Respondent: Mr B Frew, counsel

Russian Interpreter: Ms L Altuhhova

JUDGMENT

- 1 The claim for automatic unfair dismissal because of pregnancy does not succeed.
- 2 The claim for pregnancy discrimination does not succeed.
- 3 The claims are dismissed.
- 4 Although there was unreasonable conduct by the claimant in bringing and continuing these claims, in all the circumstances, I do not make an order for costs.

Approved by Employment Judge Isabel Manley

Date 20 May 2026

JUDGMENT SENT TO THE PARTIES ON

20 May 2026

FOR THE TRIBUNAL OFFICE

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.