



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Milner

Respondent: Copper Cow Ltd

Heard at: Leeds ET (by CVP)

On: 20th July 2026

Before: Employment Judge Flanagan (sitting alone)

Representatives:

For the Claimant: Mr J. Milner (Lay Representative – Claimant's husband)

For the Respondent: Ms McGourley (Counsel)

JUDGMENT

1. The Complaint of Unfair Dismissal is dismissed on withdrawal by the Claimant (it being agreed that there has not been a termination and/or resignation and she remains employed).
2. The Claimant's Claims of:
 - (a) Pregnancy or Maternity Discrimination (relating to any unfavourable treatment relating to the failure to be invited to work events in October and November 2023 and to permit her flexible working request by January 2024)
 - (b) Unpaid Holiday Pay up to 30th September 2024
 - (c) Arrears of Pay up to 30th September 2024
 - (d) Other Payments up to 30th September 2024

are dismissed because the Tribunal has no jurisdiction to hear them. They were presented out of the time period specified in section 123(1)(a) of the Equality Act 2010 and it was not just and equitable to extend time to permit the Claim to proceed.

Employment Judge **Flanagan**

Date 20th July 2026

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.

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