EMPLOYMENT TRIBUNALS

Claimant: Mrs J Lewis

Respondent: Rectory Care Ltd

Heard at: Birmingham **On:** 19, 20, 21 and 22 October 2026

Before: Employment Judge Beever
Mrs R Forrest
Ms J Malatesta

Appearances
For the claimant: in person
For the respondent: Mr Cowley, litigation consultant

JUDGMENT

The Claimant's claims of pregnancy and maternity discrimination, unlawful harassment and victimisation, and the Claimant's claim for remuneration pursuant to sections 68 and 70 of the Employment Rights Act 1996 are not well founded and are dismissed.

EMPLOYMENT JUDGE BEEVER

JUDGMENT APPROVED BY THE EMPLOYMENT JUDGE ON

22 October 2026

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Summary oral reasons were given on 22 October 2026 and the parties are reminded of Rule 60 of the Employment Tribunal Procedure Rules 2024 regarding written reasons not being produced unless requested in accordance with Rule 60(4).