



EMPLOYMENT TRIBUNALS

Claimant: Miss N McGlashan

Respondent: Ringway Jacobs Ltd

Heard at: East London Employment Tribunal (by CVP)

On: 12, 13, 14 and 19 January 2021

Before: Employment Judge Lewis

Members: Ms J Houzer
Mrs B K Saund

Representation

Claimant: Mr M Williams

Respondent: Mr J Wynne

JUDGMENT

The unanimous decision of the Tribunal is that :

1. The Claimant's complaint under section 18 of the Equality Act 2010, of unfavourable treatment because she was on maternity leave succeeds, in that the Respondent took longer than it would otherwise have done to deal with the disciplinary investigation.
2. The remainder of the Claimant's claims under s 18 of the Equality Act fail and are dismissed.
3. The Claimant's' claims under section 19 of the Equality Act 2010 are dismissed on withdrawal.
4. The Claimant's under section 47C of the Employment Rights Act 1996 are dismissed.
5. The claim for breaches of the Maternity and Parental Leave Regulations 1999 is dismissed for lack of jurisdiction, the claimant still being employed by the Respondent.

- 6. Remedy is to be determined at a further hearing, listed on 5 July 2021.**

Employment Judge Lewis

20 January 2021