



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs S Hollyoake  
**Respondent:** Telesys Lighting Services  
**Heard at:** East London Hearing Centre  
**On:** 4-7 April 2017  
**Before:** Employment Judge S O'Brien  
Mr S Dugmore  
Ms J Owen

## Representation

**Claimant:** Mr G Asser, the Claimant's father and lay representative  
**Respondent:** Mr M Howson, employment consultant

# JUDGMENT

It is the unanimous judgment of the Tribunal that

1. The complaint of indirect sex discrimination is dismissed upon withdrawal.
2. The complaint of victimisation contrary to s27 of the Equality Act 2010 is dismissed upon withdrawal.
3. The Claimant was not constructively dismissed and so her complaint of unfair dismissal fails and is dismissed.
4. The complaint of direct discrimination on the grounds of pregnancy and/or maternity contrary to s13 of the Equality Act 2010 fails and is dismissed.
5. The complaint pursuant to s80H of the Employment Rights Act 1996 is not well-founded and is dismissed.

Employment Judge O'Brien

20 April 2017