



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms R Denyer

**Respondent:** BPP University Ltd

**Heard at:** London South by cloud video platform      **On:** 12 to 19 April 2023

**Before:** Employment Judge Nash  
Ms J Cameron  
Mr T Cook

**Representation**

Claimant: Ms Platt of counsel

Respondent: Mr Jones of counsel

## JUDGMENT

1. The respondent did not discriminate against the claimant on the grounds of pregnancy or maternity contrary to section 18 of the Equality Act 2010 (“EQA”).
2. The respondent did not discriminate against the claimant contrary to section 13 of the EQA.
3. The respondent did not victimize the claimant contrary to section 27 of the EQA.
4. The respondent did not unfairly dismiss the claimant pursuant to section 99 of the Employment Rights Act 1998 (“ERA”) and regulation 20(3) of the Maternity and Parental Leave etc. Regulations 1999 (SI 1999/3312) (“MPL Regulations 1999”).
5. The respondent did not wrongfully dismiss the claimant.

---

Employment Judge Nash

Date 19 April 2023

JUDGMENT SENT TO THE PARTIES ON

19/04/2023

**Note**

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.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.