



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs E J Ormrod (previously Roach)

**Respondent:** Cherish Children's Care Ltd

**HELD AT:** Manchester

**ON:** 14-17 January 2020

**BEFORE:** Employment Judge Slater  
Mr D Wilson  
Mr W Haydock

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Miss G Watson, Service Manager

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The complaints of unfair dismissal are not well founded.
2. The complaint of pregnancy discrimination under s.18 Equality Act 2010 in respect of the dismissal is not well founded.
3. The tribunal does not have jurisdiction to consider the complaint of detriment under section 47C Employment Rights Act 1996 and the Maternity and Parental Leave etc Regulations 1999 Regulation 19 which was presented out of time.

4. The tribunal does not have jurisdiction to consider the complaint of pregnancy discrimination under s.18 Equality Act 2010 in relation to the reduction in hours which was presented out of time.

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Employment Judge Slater

Date: 17 January 2020

JUDGMENT SENT TO THE PARTIES ON

22 January 2020

FOR THE TRIBUNAL OFFICE

Note

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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