



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs C Nicholls  
**Respondent:** Boogie Bounce Xtreme Limited  
**Heard at:** Birmingham  
**On:** 15-19 June and 18 August 2021  
**Before:** Employment Judge Flood  
Mrs Ellis  
Dr Hammersley

## Representation

Claimant: In person  
Respondent: Ms Clarke (Counsel)

# JUDGMENT

The complaints against the respondent for pregnancy and maternity discrimination (s18 Equality Act 2010 ("EQA")); harassment related to pregnancy and maternity (s26 EQA); unlawful detriment for reasons which relate to pregnancy, childbirth or maternity (s47C Employment Rights Act 1996 ("ERA")); automatically unfair dismissal for reasons of pregnancy, childbirth or maternity (s 99 ERA) and unlawful deduction from wages (s 13 ERA) are not well founded and are all dismissed.

**Employment Judge Flood**

Date: 18 August 2021