



EMPLOYMENT TRIBUNALS

Claimant: Miss Poppy Duggan
Respondent: Kelly Traffic Management Ltd

Heard at: Midlands West Employment Tribunal

Before: Employment Judge Gidney
Tribunal Member Libird
Tribunal Member Hicks

On: 8th, 9th, 10th, 11th & 12th April 2024

Appearances

For the Claimant: Miss Poppy Duggan (In person)

For the Respondent: Miss Adele Akers (Counsel)

JUDGMENT

1. It is the unanimous Judgment of the Tribunal that:
 - 1.1 The Claimant's claim of pregnancy and maternity discrimination is upheld and succeeds, in part.
 - 1.2 The Claimant's claim of constructive unfair dismissal fails and is dismissed.
 - 1.3 The Claimant's compensation is assessed in the sum of £16,298.30.

Employment Judge Gidney

12th April 2024

Notes

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.

Public access to employment tribunal decisions

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

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>