

## **Tatyana Todorova v Northstone (NI) Ltd trading as Cubis Industries**

Sex discrimination proceedings brought in the Industrial Tribunal which settled on 15 March 2017 through the Labour Relations Agency..

### **Summary**

The Claimant is a woman.

The Claimant commenced employment with the Respondent as a Buyer on a three months fixed term contract on the 25th January 2016. At the end of the first three months, she was offered another three months fixed contract. The contract stated that any further extensions to the contract would be by mutual agreement.

On 14 June 2016, the Claimant informed her manager that she was 13 weeks pregnant. At the end of the second three months period, on 20 July 2016, the Claimant was told that her contract would not be extended. Her employment ended on 25th July 2016.

The Claimant alleged that she never received any complaints regarding her work performance and her line manager had told her on several occasions that she was doing a good job. She had no attendance issues and had a clear disciplinary record.

The Claimant believed she was dismissed because of her pregnancy and if she had not been pregnant she would have received further extensions to her contract.

The Respondent agreed to pay to the Claimant, strictly without any admission of liability the sum of £7,500. The Respondent agreed to provide to the Claimant a reference on the Respondent's headed notepaper in terms agreed. The Respondent affirmed its commitment to the principle of equality of opportunity in employment. The Respondent undertook to continue its liaison with the Commission and agreed to meet with the Commission to review its policies, practices and procedures relating to pregnancy and maternity to ensure they are effective and conform with the requirements of the Sex Discrimination (NI) Order 1976 as amended and relevant codes of practice. Further, the Respondent agreed to take steps to implement any reasonable recommendations the Commission may make to include the training of those involved in the processes of selection of employees for redundancy during the periods protected by pregnancy or maternity leave.