



## Employers urged to be cautious after Bskyb found to have unfairly dismissed pregnant women

**Joe Williams**, 20 December 2010

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**UK organisations have been warned to be cautious over the way they handle pregnant employee after a tribunal ruled that Bskyb had a demonstrated a "mindset adverse to pregnancy and maternity leave" by asking two pregnant workers to reapply for jobs and not selecting them.**

Last week a tribunal found that Natalie Stone and Victoria Waterson had been unfairly dismissed and experienced sex discrimination at the hands of the broadcaster.

Ronnie Fox from London legal firm Fox said that although the idea that pregnant workers could be dismissed was a myth, employers should still be cautious over their methodologies.

"Contrary to popular belief, it is possible for an employer to dismiss a pregnant employee on the grounds of redundancy and in connection with a restructuring of business operations," Fox said. "However there are clearly defined procedures and formalities which an employer must go through.

"It looks as though in this particular case Sky paid inadequate attention to the importance of going through the appropriate procedures. Inappropriate things were said which - with the benefit of hindsight - would have been better left unsaid.

"In today's world, employers have to be careful. Attitudes which would not have raised an eyebrow a few years ago are no longer acceptable."