



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Miss O Skowron**

**v**

**Arie Rasoul T/A Mini Sam**

**Heard at:** Cambridge

**On:** 27 – 29 November 2017

**Before:** Employment Judge G P Sigsworth

**Members:** Mr JN Williams and Mrs S Blunden

## **Appearances**

**For the Claimant:** Ms B Pawliak, Consultant.

**For the Respondent:** In person.

**Interpreter:** Mrs J Jones (Polish).

## **JUDGMENT**

The unanimous judgment of the tribunal is that:-

1. The claimant was automatically unfairly dismissed for a pregnancy related reason.
2. The respondent unlawfully discriminated against the claimant by treating her unfavourably because of her pregnancy by dismissing her.
3. The claimant's claim for one weeks' pay in lieu of notice is made out.
4. The claimant's claim for accrued holiday pay is made out to the extent identified in the schedule attached.
5. The claimant's claim for remuneration for time off for antenatal care is made out to the extent identified in the schedule.
6. The respondent failed to provide the claimant with a written statement of particulars of employment.

7. The respondent is ordered to pay to the claimant the total sum of £7,211.46. For a breakdown of this figure please see the schedule attached.
8. The recoupment provisions apply.

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Employment Judge G P Sigsworth

Date: 11 December 2017.....

Sent to the parties on: 11/12/2017.

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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.

**SCHEDULE**

Loss of Earnings – 18 weeks from 17 November 2015 to 21 March 2016.	£3,108.24
1 weeks' pay in lieu of notice, 10-17 November 2015.	£172.68
25 hours accrued holiday pay.	£162.50
5 days pay for remuneration for time off for ante natal care.	£172.68
2 weeks pay for respondent's failure to provide written particulars of employment.	£345.36
Compensation for injury to feelings, inclusive of interest.	£3,250.00
<b>TOTAL</b>	<b>£7,211.46</b>