



Case Number 1301129/2018

EMPLOYMENT TRIBUNALS

BETWEEN
AND

Claimant
Miss E Hardacre

Respondent
(1) Pheonix Pub
Group Limited
(2) Sapphire Pub
Group Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Newcastle-under-Lyme ON 24 May 2018

EMPLOYMENT JUDGE GASKELL

Representation

For the Claimant: In Person
For Respondents: No Attendance

JUDGMENT

The judgment of the tribunal is that:

- 1 The respondents' applications to extend time for the filing of their response to the claims is refused.
- 2 The claimant's claim against the second respondent is dismissed.

Unfair Dismissal

- 3 The claimant was unfairly dismissed by the first respondent: her claim for unfair dismissal is well-founded and there is an award to the claimant payable by the first respondent for unfair dismissal in the sum of **£8395** calculated as follows: -

Basic Award	££270
Compensatory Award	£6500
Uplift pursuant to Section 207A Trade Union and Labour Relations (Consolidation) Act 1992 @ 25%	£1625

Total for unfair dismissal £8395

Unlawful Deductions from Wages

- 4 The claimant's claim against the first respondent for unlawful deductions

from wages is well-founded: and there is an award to the claimant payable by the first respondent in the sum of **£1500** for unpaid wages.

Pregnancy Discrimination

- 5 In contravention of Section 39 of the Equality Act 2010, the first respondent unlawfully discriminated against the claimant on grounds of pregnancy: and there is an award to the claimant payable by the first respondent in the sum of **£1500** for injury to feelings.

Total Award against the first respondent £11395

Employment Judge
11 June 2018
Judgment sent to Parties on

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.