



VCD

EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondent

Miss S Coke

AND

Cambian Childcare Limited

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 16 &17 July 2017

EMPLOYMENT JUDGE VC Dean

MEMBERS Miss S Fitz

Mr R Moss

Representation

For the Claimant: Mr R Ennis, solicitor

For the Respondent: Mr R Bailey, of counsel

JUDGMENT

The judgment of the Tribunal is that :

1. The claimant was not dismissed by the respondent for a reason connected with her pregnancy.

2. The claimant was not unfairly dismissed in breach of the provisions of s99 Employment Rights Act 1996.
3. The respondent unlawfully discriminated against the claimant in breach of s 19 of the Equality Act 2010 in relation to the protected characteristic of her religion and belief.
4. The respondent concede that the claimant's employment was wrongfully terminated and that she was not paid the sum of £256.60 in lieu of notice.
5. The parties have agreed that the respondent shall pay to the claimant the sum of £12,000 in compensation for all her successful complaints against the respondent to include the payment in lieu of notice.

Employment Judge Dean On 17 July 2018