



EMPLOYMENT TRIBUNALS

Claimant: Miss Kerry McGowan

Respondent: Aston Children's Care Ltd.

Heard at: Birmingham

On: 2 November 2018

Before:

Employment Judge Battsby

Lay Members: Mr R S Virdee

Mr T C Liburd

Representation

Claimant: In person

Respondent: No attendance

JUDGEMENT ON REMEDY

1. The respondent is ordered to pay the claimant the gross sum of £5,466.60 in respect of unpaid wages for sleeping in shifts limited to the period of 2 years from 22 January 2016, but excluding the period from 1 April 2017 to 22 January 2018.
2. The claimant is awarded the sum of £7,500 compensation for injury to feelings caused by the pregnancy discrimination.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice in respect of her grievance and it is just and equitable to increase the awards made by 25%, namely the sum of £3,241.65.
4. Interest is awarded on the award for injury to feelings (including the uplift thereon of 25%) at the rate of 8% from 18 October 2016 to 2 November 2018 in the sum of £1,530.

5. The total of compensation and interest the respondent is ordered to pay the claimant under this judgement is £17,738.25.

Employment Judge Battsby
Date: 2 November 2018

JUDGMENT & REASONS SENT TO THE PARTIES ON

05/11/2018

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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.