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EMPLOYMENT TRIBUNALS

Claimant: Miss A Ludwiczak

Respondent: Your Square Limited

Heard at: East London Hearing Centre

On: 8th – 11th January 2019

Before: Employment Judge McLaren

Members: Mrs M Long
Mrs S Jeary

Representation

Claimant: In Person

Respondent: Mrs. P Mayenin, Solicitor

JUDGMENT

The unanimous judgment of the Employment Tribunal is that:-

1. the claimant was treated unfavourably by being dismissed because of her pregnancy.
2. The claim under the Equality Act therefore succeeds.
3. The periods of loss and the claimant's net pay were agreed by the parties. We therefore awarded a compensatory award of £13,266. The parties agreed these calculations were correct as follows:-

- **27 weeks (the period from the date of dismissal until the start of maternity leave) multiplied by £300 which is £8100**
- **interest at 8% from the midpoint on £8,100 is £324**

Case Number3200758/2018:

- **it was agreed that the claimant would be unable to find work until 12 weeks after the end of her maternity leave so that compensation for future loss is calculated as 12 weeks multiplied by £300, being £3,600.**
 - **We then applied a 10% uplift to the total of £12,024 for failure to follow the ACAS code of conduct, that is an additional £1202.**
- 4. We made injury to feelings award of £14,256. This is calculated as follows:-**
 - **£13,200**
 - **8% interest on £13,200**
 - 5. We made an award of £900 for failing to provide a written statement of particulars of employment It is calculated as three weeks multiplied by £300.**
 - 6. The total award payable by the respondent is therefore £28,382**

Employment Judge McLaren

Dated: 16 January 2019