



EMPLOYMENT TRIBUNALS

Claimant

Respondent

Mrs E I Fital

-v-

LCC Support Services Limited

FINAL MERITS HEARING

Heard at: **Centre City Tower, Birmingham**

On: **15 April 2019**

Before: **Employment Judge Perry**

Members: **Mr SG Woodall
Mr PA Kennedy**

Appearances

For the Claimant:

Mr M Elbehiry (husband - lay representative)

For the Respondent:

Ms S Stuart (Group Head of HR)

UPON the respondent having agreed to indemnify the claimant for any tax and/or national insurance payable in relation to the compensation payable at paragraph 1 of the order below

AND UPON both parties having agreed not to make any applications for costs against the other

AND UPON the date for the claimant's return from maternity leave having been agreed as 1 May 2019 and the respondent having confirmed that the claimant's holiday request having been approved it is agreed that the de facto return date is 16 May 2019.

JUDGMENT

1. The Respondent having accepted that it directly discriminated against the claimant because of her pregnancy and/or maternity in breach of part 5 Equality Act 2010 and the respondent having further agreed to pay to the claimant the sum of £6,000.00 as compensation all and any remaining claims are by agreement dismissed on withdrawal.

Signed by Employment Judge
Perry

Dated: 15 April 2019

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.