



EMPLOYMENT TRIBUNALS

Claimant: Miss E Foster
Respondents: 1. Klare Ltd
2. Naeem Anwar

Heard at: Hull **On:** 28 June 2019
Before: Employment Judge Davies

Representation

Claimant: Ms N Stewart (solicitor)
Respondents: Did not attend

JUDGMENT

Issued pursuant to Rule 21 Employment Tribunals Rules of Procedure 2013

1. The Claimant's claims against the First Respondent for automatically unfair dismissal contrary to s 99 Employment Rights Act 1996 and wrongful dismissal (notice pay) succeed.
2. The Claimant's claim against the First and Second Respondents for discrimination because of pregnancy by removal of shifts and dismissal succeed.

Remedy for discrimination payable by First and Second Respondents jointly and severally

3. The Respondents shall pay the Claimant:
 - a. Compensation for loss of earnings to the date of the Tribunal hearing: **£4308.18**;
 - b. Interest on those losses (179 days' interest at 8%): **£169.49**;
 - c. Compensation for future loss of earnings: **£2730.03**;
 - d. Compensation for injury to feelings: **£7,000**;
 - e. Interest on injury to feelings award (359 days at 8%): **£550.79**; and
 - f. ACAS uplift of 10% on compensation before interest: **£1403.82**.

Remedy for unfair dismissal and wrongful dismissal

4. No further award is payable as these losses have been compensated for in the discrimination award and the Claimant was not entitled to a basic award.

Employment Judge Davies

Case Number: 1811177/2018

28 June 2019

Sent to the parties on:
3 July 2019

For the Tribunal: