



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Willcock

**Respondent:** Rocket Stores Limited

**HELD AT:** Manchester **ON:** 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> July 2019

**BEFORE:** Employment Judge Howard  
**MEMBERS:** Mr A Gill  
Mr J Flynn

## REPRESENTATION:

**Claimant:** In person  
**Respondents:** Mr D Bansal

## JUDGMENT

The judgment of the Tribunal is as follows:

1. The claimant's claims of unfair dismissal pursuant to S99 Employment Rights Act 1996; relating to pregnancy and maternity; and for discrimination pursuant to S18 Equality Act 2010, because of pregnancy or maternity leave; succeed.
2. The claimant was dismissed by the respondent on 6<sup>th</sup> April 2018.
3. The claimant's claim of unlawful deduction from wages fails and is dismissed.
4. The claimant's claim for unpaid holiday is dismissed upon withdrawal.

## Directions

A hearing to decide remedy will be held on **Tuesday 5<sup>th</sup> November 2019** at 10.00 am in the Manchester Employment Tribunal and the following directions apply:

1. The claimant shall send the respondent an updated schedule of loss and copies of all medical evidence relied upon to support her claim for injury to feelings by 7<sup>th</sup> August 2019.

Presidential Guidance on the bands of compensation for injury to feelings (the “Vento” bands) can be found at:

[www.judiciary.gov.uk/publications/employment-rules-and-legislation-practice-directions/](http://www.judiciary.gov.uk/publications/employment-rules-and-legislation-practice-directions/)

2. The respondent has leave to serve a counter schedule by 28<sup>th</sup> August 2019.
3. The respondent will prepare the bundle for the remedy hearing and shall send the claimant a draft index by 11<sup>th</sup> September 2019 for the claimant’s agreement or additions by 18<sup>th</sup> September 2019 and the respondent shall provide the claimant with one complete copy of the bundle by 2<sup>nd</sup> October 2019.
4. The parties shall send any witness statements (including the claimant’s own statement) to each other by 9<sup>th</sup> October 2019.

Employment Judge Howard  
9<sup>th</sup> July 2019

JUDGMENT SENT TO THE PARTIES ON

5 August 2019

FOR THE TRIBUNAL OFFICE

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