



EMPLOYMENT TRIBUNALS BETWEEN

Claimant

Miss K Davies

AND (1)

Respondent

David Owen

Hairdressing Limited

(2) David Owen Roberts

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Mold

ON 6 August 2019

EMPLOYMENT JUDGE NW Beard

Representation

For the Claimant: In Person

For the Respondent: No Appearance

JUDGMENT

The judgment of the tribunal is that:-

1. The claimant's claims of discrimination on the grounds of maternity, unfair dismissal, unlawful deduction of wages, failure to provide a statement of terms and conditions of employment, breach of contract are well founded.
2. The claimant's claims of failure to consult, failure to provide written reasons and entitlement to a redundancy payment are not well founded and are dismissed.
3. The tribunal considers it appropriate that compensation for discrimination, which encompasses all losses, is paid to the claimant and that on all other claims no further award is made to the claimant.
4. The respondents are, jointly and severally, ordered to pay to the claimant compensation on the above maternity discrimination claim in the sum of £25,168.25, as calculated below.

Equivalent Basic Award	
£350.00 x 2 weeks	£ 700.00

Less sums paid	(£ 419.00)
Sub Total	£281.00
Compensatory Award	
Notice Pay 2 weeks @ £303.05	£ 606.10
Loss of Statutory Rights	£ 400.00
Loss of earnings	
Statutory Maternity Pay 32 weeks @ £145.18	£ 4,645.76
Loss of earnings 17/01/19 to 29/04/19	
15 weeks @ £303.05	£ 4,545.75
1 day @ £60.61	£ 60.61
Loss of earnings 29/04/19 for 26 weeks @ £171.69	£ 4,463.94
Unpaid Holiday pay 4.3 days @ £60.61	£ 260.62
Less universal credit 15 weeks @ £212.31	(£ 3,184.65)
Sub Total	£11,798.12
Failing to provide terms and conditions document	
2 weeks @ £350.00 per week	£ 700.00
Sub Total	£12,779.12
Uplift 20% failure to follow ACAS procedures	£ 2,555.82
Sub Total	£15,334.94
Injury to feelings	£ 9,000.00
Interest 8% 423 days @ £1.97 per day	£ 833.31
Total Award	£25,168.25

Employment Judge Beard
Date: 6 August 2019

Judgment sent to Parties on
____ 7 August 2019 ____