



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**

**Respondent**

**MISS S FLETCHER**

**V**

**CHESTERTON CARE HOME LIMITED**

## **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

**HELD AT: MOLD      ON:      8 AUGUST 2019**

**BEFORE: EMPLOYMENT JUDGE W BEARD      MEMBERS:      MRS FINES  
MS SOUTHALL**

REPRESENTATION:-  
FOR THE CLAIMANT:              IN PERSON  
FOR THE RESPONDENT:      MR CLARKE (CONSULTANT)

### **JUDGMENT**

The unanimous judgment of the Tribunal is that:-

- (1) The claimant's claim of sex discrimination pursuant to section 18 Equality Act 2010 based on the protected characteristic of maternity is well founded.
- (2) The claimant's claim of unfair dismissal pursuant to section 99 of the Employment Rights act 1996 is well founded.
- (3) The respondent is ordered to pay the claimant £3,927.05 in compensation for discrimination calculated as set out below.

**Loss of earnings:**  
£230 per week x 4

£ 920.00

**Notice pay**

1 week 25 hours @ £7.50 per hour	£ 187.50
<b>Injury to feelings</b>	£ 2,500.00
<b>Interest</b>	
8% per annum 581 days x £0.55 per day	£ 319.55
<b>Total Award</b>	<b>£3,927.05</b>

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**EMPLOYMENT JUDGE W BEARD**

**Dated: 15 August 19**

**Judgment entered into Register  
And copies sent to the parties  
On**

**.....17 August 2019.....**

**.....  
for Secretary of the Tribunals**