



EMPLOYMENT TRIBUNALS

Claimant: Miss E Millett

Respondent: Edward Hands and Lewis Limited (1)
Mr J L Hathaway (2)
Mr P S Stubbs (3)

Heard at: Nottingham **On:** 5 – 20 August 2019

Before: Employment Judge Victoria Butler
Ms F French
Mr WJ Dawson

Representation

Claimant: Miss R Wedderspoon (Counsel)
Respondent: Mr J Arnold (Counsel)

JUDGMENT

The unanimous Judgment of the Tribunal is that:

1. The Claimant's claim of constructive unfair dismissal is not well-founded and is dismissed.
2. The Claimant's claim of automatically unfair dismissal under s 99 Employment Rights Act 1996 and Reg 20 of the Maternity & Parental leave etc Regs 1999 is not well-founded and is dismissed.
3. The Claimant's claim of direct sex discrimination is not well-founded and is dismissed.
4. The Claimant's claim of maternity and pregnancy discrimination is not well-founded and is dismissed.
5. The Claimant's claim of victimisation is not well-founded and is dismissed.
6. The Claimant's claim of direct disability discrimination is not well-founded and is dismissed.

7. The Claimant's claim of discrimination arising from disability is not well-founded and is dismissed.
8. The claimant's claim of unlawful deduction from wages (holiday pay and contractual sick pay) is not well-founded and is dismissed.
9. The claimant's claim that she suffered a detriment for family reasons is not well-founded and is dismissed.
10. The claimant's claim of breach of contract (notice pay) succeeds and the Respondent is ordered to pay damages to the Claimant in the sum of £6,534.97 net (which includes interest).
11. There is no order for costs.

Employment Judge **Victoria Butler**

Date: 30 August 2019

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.