



# EMPLOYMENT TRIBUNALS

**BETWEEN**

**Claimant**

Miss O Naylor

AND

**Respondent**

Singletons Transport Ltd

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Southampton

**ON** 16 and 17 December 2019

**EMPLOYMENT JUDGE GRAY**

**MEMBERS MRS B CATLING  
MR R SPRY-SHUTE**

### Representation

**For the Claimant:**

In person

**For the Respondent:**

Mr Green (lay rep, solicitor's agent)

### JUDGMENT

The unanimous judgment of the tribunal is that the Respondent has contravened section 39(2)(c) of the Equality Act 2010. The Respondent dismissed the Claimant because of pregnancy and maternity.

The Respondent is ordered to pay the Claimant the sum of £11,559.24 which is made up as follows:

- Injury to feelings of £6,000
- Loss of earnings for 13.5 weeks amounting to £4,997.03 (13.5 weeks x £370.15)
- Interest:
  - On the Injury to feelings award of £396.92 (43 weeks at 8%)
  - On the loss of earnings of £165.29 (21.5 weeks at 8%)

Employment Judge Gray

Date: 17 December 2019

Judgment sent to parties: 7 January 2020

FOR THE TRIBUNAL OFFICE

Note

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.