



THE EMPLOYMENT TRIBUNAL

SITTING AT: LONDON SOUTH
BEFORE: EMPLOYMENT JUDGE P BRITTON
WITH MEMBERS: MS R BAILEY
MS Y BATCHELOR

BETWEEN:

Claimant

MISS REBECCA UPSHON

AND

Respondent

(1) CLOCKTOWER DENTAL CLINIC
(2) ANDREW MURPHY

ON: 18-21 November 2019
12-13 December 2019
3-4 February 2020 in chambers
5 February 2020

APPEARANCES:

For the Claimant: In Person

For the Respondent: Miss K Reece, Legal Advocate

JUDGMENT

The Judgment of the Employment Tribunal is that:-

1. The claim of discrimination by reason of the protected characteristic of pregnancy and to include harassment and victimisation succeeds.

The Respondents will pay the Claimant compensation in the total sum of £22,231.02.

2. The claim for age discrimination is dismissed upon withdrawal.
3. The claim for constructive unfair dismissal is dismissed upon withdrawal.
4. For the avoidance of doubt, this is a joint and several judgment as to liability and remedy.

The Claimant has indicated she does not wish for the reasons to be published. The Respondent will inform the Tribunal of their situation as per the note below.

Employment Judge Britton

Date: 7 February 2020

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.

Public access to Employment Tribunal Judgments

All 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.