



EMPLOYMENT TRIBUNALS

Claimant Miss T Davies	BETWEEN AND	Respondent Brit Fire & Security Limited (In Creditors Voluntary Liquidation)
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JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham **ON** 1 September 2020

EMPLOYMENT JUDGE GASKELL **MEMBERS:** Ms R Addison
Mr D Faulconbridge

Representation
For the Claimant: In Person
For Respondent: No Appearance

JUDGMENT

The unanimous judgment of the tribunal is that:

- 1 Contrary to Section 39 of the Equality Act 2010, the respondent unlawfully discriminated against the claimant on the grounds of maternity. The claimant is entitled to an award of compensation.
- 2 Pursuant to Section 99 of the Employment Rights Act 1996, the claimant was unfairly dismissed by the respondent. Her claim for unfair dismissal is well-founded and she is entitled to an award of compensation.
- 3 The claimant’s claim for unpaid holiday pay is well-founded.

REMEDY

Unfair Dismissal

Basic Award	£ 307.87
Compensatory Award	
Loss of earnings to date 37 weeks @ £267.30	£ 9890.10
Future loss to 31 December 2020	£ 4651.02
Lost Pension Contributions	£ 235.60
Total for Unfair Dismissal	£15084.59

Holiday Pay

8 Days @ £61.57 £ 492.56

Discrimination

Injury to Feelings £ 9000.00

TOTAL AWARD £24577.15

Employment Judge Gaskell

1 September 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.