



EMPLOYMENT TRIBUNALS

Claimants: Ms S Blood

Respondent: Neil King

Heard at: Birmingham (via CVP)

On: 2 October 2020

Before: Employment Judge Meichen

Appearances:

For the claimants: in person

For the respondent: no appearance or representation

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The respondent did not attend the hearing today and it has not presented any response, or responded to any correspondence from the Tribunal.

1. The claimant's claims of direct and indirect sex discrimination are dismissed following a withdrawal of those claims by the claimant.
2. The claimant's claim of constructive unfair dismissal succeeds.
3. The claimant's claim of pregnancy and maternity discrimination succeeds.
4. The claimant's claim of harassment related to sex fails and is dismissed.
5. The claimant's claim that the respondent failed to pay her holiday entitlement succeeds.
6. The claimant's claim that she was subject to detriment for family and domestic reasons succeeds.
7. The claimant's claim for a failure to provide itemised pay statements succeeds.
8. The claimant's claim for wrongful dismissal (failure to pay notice pay) succeeds.

9. The claimant's claim for aggravated damages succeeds.
10. The respondent is ordered to pay the claimant a total of £24228.96, made up as follows:
 - 10.1 The gross sum of £2332.40 for the unpaid holiday entitlement.
 - 10.2 The gross sum of £2720 for the unpaid notice pay.
 - 10.3 Basic award of £2210.
 - 10.4 Compensatory award for past financial loss in the sum of £233.20.
 - 10.5 An award for loss of statutory rights in the sum of £500.
 - 10.6 An award for injury to feelings in the sum of £10000.
 - 10.7 Aggravated damages in the sum of £5000.
 - 10.8 Interest on the claimant's compensation for past financial loss in the sum of £9.53.
 - 10.9 Interest on the claimant's awards for aggravated damages and injury to feelings in the sum of £1223.83.

The claimant should note the sums have been awarded gross and she is responsible for any tax or national insurance which may be payable on any sum she receives.

Employment Judge Meichen

1 October 2020

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.