



EMPLOYMENT TRIBUNALS

Claimant: Ms A.Tape

Respondent: Project 11 (Marsden) Ltd

Heard at: Leeds (via CVP)

On: 21 October 2020

Before: Employment Judge T.R. Smith, Ms Downey and Mr Howarth

Representation

Claimant: Mr Morgan (Counsel)

Respondent: No Attendance

JUDGMENT

The complaint of pregnancy and maternity discrimination under section 18 Equality Act is well founded. The Claimant is awarded £1231.17 for loss of earnings. This is subject to an uplift under section 207A Trade Union and Labour Relations Act 1992 of 25% of £307.79 producing a total of **£1538.96**.

The Claimant is awarded £5000 for injury to feelings. This is subject to an uplift under section 207A Trade Union and Labour Relations Act 1992 of 25% of £1250 producing a total of **£6250**.

The Claimant is awarded **£ 659.88** for breach of section 38 of The Employment Act 2002.

The Tribunal does not have jurisdiction to hear the complaints of wrongful dismissal or automatic unfair dismissal under section 99 of the Employment Rights Act 1996 due to illegality, and they are dismissed.

The recoupment regulations do not apply.

It is not just and equitable to award interest.

Case Number 1801812/2020

Employment Judge Smith

Date 21 October 2020