



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Miss H Wells

and

Respondents

R1 – Secundo 2015 Limited (no response entered)

R2 – Costcutter (no response entered)

R3 – Steven Rees (no response entered)

JUDGMENT

Rule 21 of Schedule 1 to the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013

Response

1. The Respondents failed to present responses to the claim and judgment is entered in favour of the Claimant as follows.

Failure to Give Statement of Employment Particulars – section 38 Employment Act 2002

2. The employer was in breach of the duty to give a statement of employment particulars. This claim succeeds.

Pregnancy and Maternity Discrimination – section 18 Equality Act 2010

3. The Claimant was subjected to pregnancy and maternity discrimination. This claim succeeds.

Automatically Unfair Constructive Dismissal - section 99 Employment Rights Act 1996

4. The Claimant was automatically unfairly constructively dismissed. This claim succeeds.

Remedy Hearing

5. A 3 hour remedy hearing before an Employment Judge sitting alone will now be listed on a date to be fixed. The Respondents shall be entitled to notice of any

hearings and decisions of the Tribunal but, unless and until an extension of time is granted, shall only be entitled to participate in any hearing to the extent permitted by the Judge.

Public Access to Employment Tribunal Judgments

6. The parties are informed that all judgments and reasons for judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the Claimant and the Respondent.

I confirm that this is my Judgment in the case of Miss H Wells v Secundo 2015 Ltd and 2 others case no. 3304867/2020 and that I have dated the Judgment and signed by electronic signature.

Employment Judge Vowles

Date: 9 October 2020

Sent to the parties on:

9 November 20

For the Tribunals Office