



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Timmins  
**Respondent:** ASD UK Trading Limited

## AT A HEARING

**Heard at:** Leeds by CVP (video conferencing) **On:** 9<sup>th</sup>, 10<sup>th</sup> & 11<sup>th</sup> November 2020  
**Before:** Employment Judge Lancaster  
**Members** Ms BR Hodgkinson  
Ms J Noble

### Representation

**Claimant:** Ms M Hepple, friend/lay representative  
**Respondent:** Mr S Davidson, solicitor

This has been a remote hearing which has been consented to by the parties. The form of remote hearing was CVP video link (V). A face to face hearing was not held because it was not practicable and all issues could be determined in a remote hearing.

## JUDGMENT

1. The claim of pregnancy discrimination succeeds only to the extent that the Respondent treated the Claimant unfavourably by failing to undertake an individual risk assessment upon being notified in writing on 13<sup>th</sup> March 2019 that she was pregnant. All other complaints of discrimination because of pregnancy or sex are dismissed.
2. The Respondent is ordered to pay to the Claimant compensation for injury to feelings in the sum of £3000.00.
3. The Claimant is further awarded interest on that sum at 8 per cent per annum from 13<sup>th</sup> March 2019 to date, being £360.30.
4. The Claimant was wrongfully dismissed on insufficient notice as provided for under her contract and/or was not paid for the period of notice. The breach of contract claim succeeds.
5. The Respondent is ordered to pay to the Claimant damages, calculated at 2 days' pay, in the gross sum of £126.92
6. The complaint of automatically unfair dismissal is dismissed.

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7. The complaint of unauthorised deduction from wages in respect of the week 9<sup>th</sup> to 15<sup>th</sup> May 2019, paid at statutory sick pay and not full pay, is dismissed.

EMPLOYMENT JU DGE LANCASTER

DATE 11<sup>th</sup> November 2020