



EMPLOYMENT TRIBUNALS

Claimant: Mrs Nicola Hill

Respondent: The Pennine Acute Hospitals NHS Trust

Heard by CVP on: 13,15 and 15 January 2021

Before: Employment Judge Warren sitting with lay members:-

Mr I Taylor

Mr I Frame

Representatives

For the claimant: Ms Ferrario, Counsel

For the respondent: Mr Gibson, Solicitor

JUDGEMENT

It is the unanimous judgement of the Tribunal that :-

1. The claim of detriment under section 47(C)1 Employment Rights Act 1996 is well founded and succeeds. The claimant was subjected to detriments by failures of the respondent which related to her pregnancy.
2. The claim of discrimination because of the claimant's protected characteristic of sex, namely pregnancy, is well founded and succeeds.
3. The claim of harassment because of the claimant's protected characteristic of sex, namely pregnancy, is well founded and succeeds.
4. All of the allegations relate to each of the heads of claim and are in effect triplicated. Only one award of damages for injury to feelings is thus made.
5. The respondent is ordered to pay to the claimant the sum of eight thousand and five hundred pounds by way of compensation for the injury to her feelings.
6. The respondent is further ordered to pay interest on the above sum from 19th June 2019 to 15 January 2021 at eight per cent, namely one thousand and seventy two pounds.

Employment Judge Warren

DATE 15 January 2021

JUDGEMENT SENT TO THE PARTIES ON

5 February 2021

FOR THE TRIBUNAL OFFICE

Written reasons may be requested within 14 days



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2414746/2019**

Name of case: **Ms N Hill** v **The Pennine Acute
Hospitals NHS Trust**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **5 February 2021**

"the calculation day" is: **6 February 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals