



EMPLOYMENT TRIBUNALS

Claimant
Mrs L Collins

v

Respondent
Dawn Run Ltd

Heard at: Southampton (by CVP) **On:** 1 April 2021

Before: Employment Judge Dawson

Appearances

For the claimant: Ms Dawson , CAB

For the respondents: Mr Longhurst, director, for the first 5 minutes of the hearing. Thereafter, no attendance.

JUDGMENT

1. The respondent has made an unauthorised deduction from the claimant's wages insofar as it failed to pay the claimant statutory maternity pay and is ordered to pay the claimant the sum of £3270.96.
2. In respect of the claim of unfair dismissal the respondent is ordered to pay the following sums to the claimant:
 - a) A basic award of £470.64
 - b) A compensatory award of £9074.18¹
3. In respect of the claim of discrimination on the grounds of pregnancy and maternity the respondent is ordered to pay the following sums to the claimant:
 - a) An award of injury to feelings of £10,000
 - b) Interest of £1133.15
4. No award is made in respect of the claim of breach of contract in respect of notice.

Employment Judge Dawson
Date: 01 April 2021

Judgment sent to the Parties: 20 April 2021

FOR THE TRIBUNAL OFFICE

¹ Comprising loss of earnings of £8574.18 for the period of 4.4.20 to 3.4.21 and £500 loss of statutory rights.

Notes

Reasons

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

CVP

The hearing was conducted by the parties attending by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not appropriate in light of the restrictions required by the coronavirus pandemic and the Government Guidance and it was in accordance with the overriding objective to do so.

For the purposes of the Employment Protection (Recoupment of Benefits) Regulations 1996

1. The monetary award is £23,949.29
2. The prescribed element is £8574.18
3. The dates of the period to which the prescribed element is applicable is 4 April 2020 to 1 April 2021.
4. The monetary award exceeds the prescribed element by £15,375.11.