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# THE EMPLOYMENT TRIBUNAL

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**BETWEEN**

**Claimant**

**and**

**Respondent**

**Ms B Djagbo**

**Women's Health Dulwich Limited**

**Held at London South (By CVP Video)**

**On 28 29 and 30 June 2021**

**BEFORE:   Employment Judge Siddall  
              Ms Y Walsh  
              Mr D Green**

## **Representation**

**For the Claimant:           In person**

**For the Respondents:      Ms B Tezcan, Director**

## **JUDGMENT**

The unanimous decision of the tribunal is that:

1. The claim of unfavourable treatment because of the protected characteristic of pregnancy and maternity brought under section 18 of the Equality Act 2010 succeeds in part.

2. The Claimant is awarded a sum of £3459.99 representing three months net earnings (plus interest of £758.75) and a sum of £12,000 representing injury to feelings (plus interest of £1517).
3. The Claimant is awarded an uplift of ten per cent on this figure as it failed to deal with the Claimant's grievance in breach of the ACAS Code of Practice on Grievance and Disciplinary Proceedings (£1773).
4. It is declared that the Respondent made unlawful deductions from the wages of the Claimant in relation to holiday pay and she is awarded the sum of £288.45 net.
5. The total sum awarded to the Claimant is £19,797.76.

Employment Judge Siddall  
Date: 30 June 2021