



EMPLOYMENT TRIBUNALS

Claimant: Mrs Nikki Marie Roberts

Respondents: (1) Effectual Limited (in voluntary liquidation) &
(2) Mr Jimmy Holder

Heard at: East London Hearing Centre

On: 20 July 2021

Before: Employment Judge G Tobin

Members: Ms L Conwell-Tillotson
Mr P Lush

Appearances:

Claimants: In person (supported by Mr J Harrington, CAB representative)

Respondents: Did not attend

This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by HM Courts & Tribunal Service Cloud Video Platform (wholly remote). A face-to-face hearing was not held because of the Coronavirus pandemic and the ensuing government restrictions. All of the relevant matters could be determined in a remote hearing.

JUDGMENT

THERE BEING no attendance from the first respondent or second respondent and no response to the Tribunal's telephone enquiries, **UPON** reading the respondents' correspondence and there being no application to adjourn the hearing, the Tribunal **RESOVLED** to proceed in the absence of the first and second respondents.

UPON HEARING the evidence of the claimant and upon **READING** the submissions of the claimant and the respondents, it is the **UNANIMOUS JUDGMENT** of the Employment Tribunal that the first respondent and second respondent are ordered (jointly and severally) to pay the claimant compensation for pregnancy discrimination amounting to £31,448.62. The Tribunal's calculations are substantially in accordance with the claimant's schedule of loss, although some heads of her compensation claim were rejected.

Compensatory award

Injury to feelings -	£15,000.00
Loss of earning	
- 11.05.2018 to 03.10.2018	
20 weeks @ £196.03 =	£3,920.60
Loss of pension contributions	
- 11.05.2018 to 03.10.2018	£42.00
Shortfall of maternity pay occasioned by dismissal	£1,918.88
Post-maternity leave loss of earnings	
- 39 week (9 months) @ £196.03	£7,645.17
Post-maternity leave loss of pension contributions	
- 9 months @ £7.00	<u>£63.00</u>
Total compensatory award -	£28,589.65
ACAS uplift of 15% on compensatory award -	<u>£2,858.97</u>
Total awarded to the claimant to be paid by the first respondent and/or the second respondent (on a joint or several liability basis) -	£31,448.62

Employment Judge Tobin
Date: 23 July 2021