



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Irena Kazlauskaite  
**Respondent:** Stuart Hotel Limited  
**Heard at:** Watford Hearing Centre (by video)  
**On:** 3 September 2021  
**Before:** Employment Judge Tobin (sitting alone)

**Attendance:**  
Claimant: In person  
Respondent: No attendance or participation

## JUDGMENT

*This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was by Cloud Video Platform (wholly remote). A face-to-face hearing was not held because the relevant matters could be determined in a remote hearing.*

**It is the decision of the Employment Tribunal that:**

- 1. The hearing shall proceed despite the non-attendance of the respondent or any representative for the respondent, pursuant to rule 47 of the Employment Tribunal's Rules of Procedure 2013.**
- 2. The claimant was discriminated against by the respondent on the grounds of her pregnancy, in breach of s18 Equality Act 2010.**
- 3. The claimant was harassed by the respondent on the grounds of her sex, in breach of s26 Equality Act 2010.**
- 4. The claimant was unfairly dismissed on the grounds of her pregnancy, in breach of s99 Employment Rights Act 1996.**
- 5. The claimant was owed outstanding holiday pay pursuant to regulation 13 of the Working Time Regulations 1998 and s13 Employment Rights Act 1998.**
- 6. The claimant was wrongfully dismissed, i.e. dismissed in breach of contract**

7. Accordingly, the claimant is awarded compensation as follows:

**Pregnancy discrimination and harassment on the grounds of her sex**

Injury to feelings £18,000.00

**Unfair dismissal**

Basic award - £1,130.78

**Compensatory award**

Notice pay - £1,384.61

Additional Loss of earnings - £17,225.14

Loss of statutory rights - £500.00

**£19,109.75**

**£20,240.53**

**Outstanding Holiday pay - £1,000.00**

**Total awarded to the claimant from the respondent - £39,240.53**

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 Employment Judge Tobin  
 15<sup>th</sup> September 2021  
 JUDGMENT SENT TO THE PARTIES ON  
 21<sup>st</sup> September 2021  
 .....  
 THY  
 .....  
 FOR THE TRIBUNAL OFFICE

**Note**

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.

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