



EMPLOYMENT TRIBUNALS

Claimant: Miss A Brocklehurst
Respondent: Ivory Cottage Limited
Heard at: Birmingham
On: 7-10 December 2021
Before: Employment Judge Flood
Mrs Rance
Mr Murphy

Representation

Claimant: Mr Barklem (Counsel)
Respondent: Mr Williams (Solicitor)

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The complaints of pregnancy discrimination (contrary to section 18 Equality Act 2010) set out in paragraphs 2. b, c, d, (in part) e, g, h and n of the Agreed List of Issues are well founded and succeed. The complaints set out at paragraphs 2. a, f l, j, k, l and m of the Agreed List of Issues are not well founded and are dismissed.
2. The complaints of victimisation (contrary to section 27 Equality Act 2010) set out in paragraphs 6. b and c of the Agreed List of Issues are well founded and succeed. The complaints set out at paragraphs 6. a, d, e and f of the Agreed List of Issues are not well founded and are dismissed.
3. Any other complaints of direct discrimination (contrary to section 13 Equality Act 2010) are dismissed.
4. The respondent is ordered to pay to the claimant the following sums:
 - a. £18,000 for injury to feelings for pregnancy discrimination and victimisation; and
 - b. £552 interest on the above sum for injury to feelings.

Employment Judge Flood

10 December 2021

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