



EMPLOYMENT TRIBUNALS

Claimant
Miss L French

v

Respondent
Verplas Limited

Judgment

Heard at: Southampton

On: 22,23,24,25 (in chambers) and 26 November 2021

Before: Employment Judge Rayner
Ms Simpson
Mr H lauder

Appearances

For the Claimant: in person

For the Respondent: Mr R Peck of Counsel

1. The claimant was discriminated against contrary to section 18 of the Equality Act 2010 in that
 - 1.1 The respondent set the claimant unachievable targets on her return to work from maternity leave in March 2019.
 - 1.2 The respondent did not provide the claimant with a PIN for her company credit card.
2. It is just and equitable to extend time in respect of these two matters and time is extended.
3. The claimant was subject to a detriment contrary to section 47C Employment Rights Act 1996 in respect of the above matters.
4. The claims in respect of detriment were brought out of time, and it was reasonably practicable for the claimant to have filed her claims in time. The ET therefore has no jurisdiction to award remedy in respect of the detriments found.
5. All the claimants remaining claims of discrimination contrary to section 13,18, 26 and 27 of the Equality Act 2010 are dismissed.
6. The claimants claim of constructive dismissal is dismissed.
7. The claimants remaining claims of detriment contrary to section 47C ERA 1996 are out of time and are dismissed.

8. The claimants claim of automatic unfair dismissal contrary to section 99(3) ERA 1996 is dismissed.
9. The claimants claim in respect of unlawful deductions from wages is dismissed.

Remedy

10. The claimant is awarded £10,000.00 in respect of injury to feeling.
11. The claimant is awarded interest on the award for 2 years and 8 months at 8% per annum, of £2128.00.
12. The respondent will now pay the claimant the total sum of **£12,128.00.** (twelve thousand one hundred and twenty eight pounds only.)

Costs

13. The claimant's application for costs is dismissed.

Employment Judge Rayner

Dated 26 November 2021

Sent to parties: 15 December 2021

FOR THE TRIBUNAL OFFICE

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.