



EMPLOYMENT TRIBUNALS

Claimant

Miss S Whaites

v

Respondent

Dr Sraven Arcot T/A Arcot Dental
Practice

Judgment

Heard at: Southampton

On: 20,21 and 22 December 2021

Before: Employment Judge Rayner
Mr N Knight
Mr J Ruddick

Appearances

For the Claimant: in person
For the Respondent: Mr N Henry, consultant

1. The hearing was conducted by the parties attending in person for the first two days and by video conference (CVP) for the final day. It was held in public with the Judge sitting in open court in accordance with the Employment Tribunal Rules. It was conducted in that manner because the parties had consented to such a hearing.
2. The Claimant was automatically unfairly dismissed contrary to section 99 Employment Rights Act 1996.
3. The Claimant was discriminated against on grounds of pregnancy contrary to section 18 Equality Act 2010.
4. The Claimant suffered an unlawful deduction from her wages in that she was not paid for attendance at an Antenatal appointment.
5. The Claimants claim in respect of holiday pay is dismissed.
6. The Claimant is entitled to the following remedy:

- 6.1 Compensation for loss of earnings from 1 February 2020 until 27 March 2020 of **£602.98**
 - 6.2 Payment for one half day for attendance at an antenatal appointment of **£38.50**
 - 6.3 Injury to feeling award of **£9000.00**
 - 6.4 Interest on the award for injury to feeling of **£1350.00**
- 7. The respondent will pay the claimant the total sum of £10,991.48**

Employment Judge Rayner

Dated: 22 December 2021

Judgment sent to parties: 13 January 2022

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.