



EMPLOYMENT TRIBUNALS

Claimant: Miss F Benwell

Respondent: Mrs Y Nithyanathan
Mr K Nithyanathan
Mr A Nithyanathan
Mrs V Nithyanathan
A Partnership trading as Acorn Residential Home

Heard at: London South (By CVP)

On: 3 and 4 February 2022

Before: Employment Judge Self
Ms T Bryant
Ms S Slotnik

Appearances

For the Claimant: In Person

For Respondent: Mr Cameron - Consultant

JUDGMENT

1. The Claim of unfair dismissal was not brought within the statutory time limit when it was reasonably practicable to do so and is dismissed because the tribunal has no jurisdiction to consider that claim.
2. The Claim of Maternity Discrimination was not brought within the statutory time limit but the Tribunal finds that time should be extended because it is just equitable to do so.
3. The Claim of Maternity Discrimination is well founded and the following awards are made:
 - a) Loss of earnings - **£1,121.93**
 - b) Injury to feelings - **£2,500.**

4. Upon the Claimant not been given written statement of her terms and conditions of employment the Respondent will pay compensation of two week's pay - **£299.18**.
5. Interest is payable upon the award as set out above at paragraph 3 in the sum of **£599.40**.
6. The total sum payable pursuant to this Judgment is **£4,520.51**.

Employment Judge Self
4 February 2022