



# EMPLOYMENT TRIBUNALS

**Claimant**

**Respondent**

**Ms S. Aden**

**v**

**(1) R/GA Media Group Limited**

**Heard at:** London Central

**On:** 21, 22, 23, 24 and  
25 February 2022

**Before:** Employment Judge B Beyzade  
Ms J Holgate  
Ms Z Darmas

## **Representation**

**For the Claimant:** Mr J Lewis-Bale, Counsel

**For the Respondent:** Ms K Taunton, Counsel

## **JUDGMENT OF THE EMPLOYMENT TRIBUNAL**

**The unanimous judgment of the tribunal is that:**

- 1.1. the claimant was automatically unfairly dismissed by the respondent contrary to section 99 of the Employment Rights Act 1996, and she

is therefore awarded the sum of £46,583.44 comprising £29,668.64 loss of earnings, £8000.00 for injury to feelings, £1883.43 ACAS uplift, and £7031.37 interest;

- 1.2. the claimant's claim for direct maternity leave discrimination in relation to the matters set out in paragraphs 12(a) to (c) of the list of issues is not well-founded and is dismissed;
- 1.3. the claimant's claim for direct maternity leave discrimination in relation to the matters set out in paragraphs 12(d) to (f) of the list of issues is well-founded and succeeds;
- 1.4. the claimant's claim for indirect sex discrimination on the ground set out at paragraph 14(a) of the list of issues is well-founded and succeeds. The remainder of the claimant's claim for indirect sex discrimination having been withdrawn by the claimant, is dismissed under Rule 52 of the Rules contained in Schedule 1 of the *Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013*.

## **REASONS**

### **Introduction**

1. Oral reasons were given for this judgment at the end of the hearing held via Cloud Video Platform ('CVP') hearing.

Employment Judge B Beyzade

Dated: 25 February 2022

Sent to the parties on:

28/02/2022.

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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