



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Redden

Respondent: Moorwand Limited

Heard remotely (London Central)

On: 5-7 April 2022

Before: Employment Judge Henderson
Mrs J Griffiths
Ms L Moreton

Representation

Claimant: In Person

Respondent: Mr M Humphreys (Counsel)

JUDGMENT

- 1. The claimant's claim for pregnancy and maternity discrimination (contrary to section 18 Equality Act 2010) succeeds in respect of (a) her dismissal on 24 April 2021 and (b) the respondent's failure to give her no forewarning /advance consultation of her dismissal. The remaining claims under section 18 (for failure to raise performance issues prior to dismissal and refusal to give a reference) do not succeed and are dismissed.**
- 2. The claimant's claims under section 99 Employment Rights Act 1996 (automatically unfair dismissal for Family Reasons) do not succeed and are dismissed.**
- 3. The claimant's claims under section 47C Employment Rights Act 1996 and regulations 19 and 20 Maternity & Parental Leave etc Regulations 1999 (detriment other than dismissal relating to pregnancy/maternity leave) do not succeed and are dismissed.**
- 4. There shall be a Remedy Hearing on 18 July 2022 (1 day) to be held by video to determine the amount of compensation payable by the respondent to the claimant. The claimant was encouraged to seek free legal advice to assist her in preparing an updated Schedule of Loss and also a witness statement relating to her alleged injury to**

feelings for the Remedy Hearing.

5. The parties were encouraged to reach a settlement on the level of compensation payable, to avoid the need for a further Tribunal hearing.
6. The Reasons for the Tribunal's decision were delivered orally on 7 April 2022. Neither party requested written reasons.

Employment Judge Henderson

Date 8 April 2022

JUDGMENT SENT TO THE PARTIES ON

08/04/2022.

FOR THE TRIBUNAL OFFICE

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