



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Wedd

**Respondent:** Surrey Quality Care Ltd

**Heard at:** London South Employment Tribunal

**On:** 30-31 March 2022

**Before:** Employment Judge Ferguson

**Members:** Mr J Hutchings  
Mr J Havard

## Representation

Claimant: In person  
Respondent: None

# JUDGMENT

## It is the unanimous judgment of the Tribunal that:

1. The complaint under section 80H of the Employment Rights Act 1996 (failure to comply with duties relating to flexible working requests) fails and is dismissed.
2. The complaint of unfair dismissal succeeds.
3. The complaint of wrongful dismissal fails and is dismissed.
4. The Respondent subjected the Claimant to maternity discrimination by removing her company car, changing her pay date without reasonable notice, failing to respond to her request to vary her working arrangements on return from maternity leave within a reasonable time and refusing that request without proper consideration.
5. The Respondent subjected the Claimant to sex discrimination by deducting an overpayment in March 2019 without reasonable notice or offering a payment plan.

6. In respect of unfair dismissal, the Claimant is awarded a basic award of £1,050 and a compensatory award of £6,067.13.
7. In respect of the discrimination complaints the Claimant is awarded compensation for injury to feelings of £12,500 plus interest of £3,178.
8. The Respondent must pay the Claimant the total sum of £22,795.13.

**Employment Judge Ferguson**

Date: 31 March 2022