



EMPLOYMENT TRIBUNALS

Claimant: Mrs N Hughes

Respondent: LA365PW Limited (company number 13415034)

Heard at: Midlands West

On: 1 July 2022

Before: Employment Judge Faulkner (sitting alone)

Representation: **Claimant** - in person
Respondent - did not attend

JUDGMENT

1. The Respondent did not contravene section 39 of the Equality Act 2010 by discriminating against the Claimant because she was exercising, seeking to exercise or had exercised the right to ordinary or additional maternity leave, whether by dismissing her or otherwise. The Claimant's complaints of discrimination are accordingly dismissed.

2. The Claimant was dismissed in breach of contract. The Respondent is ordered to pay her the sum of £383.86 by way of compensation.

3. The Claimant was unfairly dismissed. Her complaint of unfair dismissal is therefore well-founded. She is awarded the total sum of £6,996.24 by way of compensation for unfair dismissal.

4. The Claimant is not entitled to a statutory redundancy payment.

5. This amounts in paragraphs 2 and 3 above shall be paid by the Respondent within 14 days of the date of this Judgment.

Employment Judge Faulkner
Date: 1 July 2022

