



EMPLOYMENT TRIBUNALS

Claimant: Mrs B Callahan

Respondent: The Grovecare (UK) Limited

REMEDY HEARING

Heard at: Nottingham

On: 9 August 2022

Before: Employment Judge Camp

Appearances

For the claimant: in person

For the respondent: Mrs N Karavadra, director

JUDGMENT & ORDER

- (1) The respondent's response presented on 1 August 2022 is rejected in accordance with rule 18(1).
- (2) The respondent's oral application for an extension of time to present its response is refused and accordingly the rule 21 Judgment of Employment Judge Ahmed dated 26 July 2022 stands.
- (3) The respondent's oral application for a postponement of this hearing is refused.
- (4) The rule 21 Judgment of Employment Judge Ahmed dated 26 July 2022 is a Judgment to the following effect:
 - a. The claimant was unfairly dismissed.
 - b. The respondent discriminated against the claimant because of sex and/or pregnancy and maternity by:
 - i. failing to carry out a pregnancy-related health and safety risk assessment;
 - ii. failing to permit the claimant to return to work and/or failing to facilitate the claimant returning to work after a period of maternity leave working 16 to 24 hours per week;
 - iii. constructively dismissing her.
- (5) The respondent must pay the claimant compensation and damages assessed in the total sum of **£11,302.17**, made up as follows:
 - a. an unfair dismissal basic award of £427.68;
 - b. an unfair dismissal compensatory award of £2,000;

- c. compensation / damages for discrimination of £8,641.52;
- d. interest at 8 percent per annum on the above sum of £8,641.52 from 11 April 2022 – the date of dismissal – totalling £232.97 on 9 August 2022 (being the date this Judgment & Order was made).

Employment Judge Camp
12 August 2022

Note: Reasons for the Judgment & Order were given orally. Written reasons have been requested by the respondent and will be provided in due course.