



EMPLOYMENT TRIBUNALS

Claimant: Miss L Hornsby

Respondent: Chrysalis Training Services Limited

Heard at: Newcastle CFCTC by CVP **On:** 26 September 2022

Before: Employment Judge Arullendran

Representation:

Claimant: Mr Chris Henshall (solicitor)

Respondent: No attendance

JUDGMENT

The Judgement of the Employment Tribunal is as follows:

1. The claimant's claim of unfair dismissal pursuant to section 98 of the Employment Rights Act 1996 is well-founded. The respondent is ordered to pay to the claimant a basic award in the sum of £999.54.
2. The claimant's claim of automatic unfair dismissal pursuant to section 99 of the Employment Rights Act 1996 is not well-founded and is dismissed.
3. The claimant's claim for a redundancy payment pursuant to section 164 of the Employment Rights Act 1996 is not well-founded and is dismissed.
4. The claimant's claim of pregnancy and maternity discrimination pursuant to section 18 of the Equality Act 2010 is well-founded. The respondent is ordered to pay to the claimant the following:
 - a. compensation for injury to feelings in the sum of £12,000
 - b. compensation for financial losses in the sum of £13,497.84
 - c. interest in the sum of £1831.53
5. Total award = **£28,328.91**

The Employment Protection (Recoupment of Jobseekers allowance and Income Support) Regulations 1996 do not apply.

Employment Judge Arullendran

Date: 26 September 2022

Note: This has been a remote hearing which has not objected to by the parties. The form of remote hearing was video. A face to face hearing was not held because it was not practicable, no-one requested the same and all the issues could be determined in a remote hearing.

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.