



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss D Quinlivan  
**Respondent:** Legends Sandwich Shop  
**Heard on:** 11-13 April 2022  
**Before:** **Employment Judge Hindmarch**  
**Employer Member:** **Mr I Morrison**  
**Employee Member:** **Mr J Reeves**

## Appearances

For the claimant: Mrs Finch - Family Friend  
For the respondent: Mr Crawley – Owner

## JUDGMENT

1. The complaint of unfair dismissal under s99 Employment Rights Act 1996 is well founded and is upheld.
2. The complaint of pregnancy and/or maternity discrimination under s18 Equality Act 2010 is well founded and is upheld.
3. There will be a separate remedy hearing in respect of 1 and 2 above.
4. The complaint of unlawful deductions from wages is not well founded and is discussed.
5. The claim for notice pay is well founded and the sum of £121.25 is awarded.
6. The claim for payment of accrued but untaken holiday pay is well founded and the sum of £266.75 is awarded.

**Employment Judge Hindmarch**  
14 April 2022