



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms M Douek

**Respondents:** Meoros Ltd (1)  
Ms C Weisfish (2)

**Heard at:** Manchester

**On:** 6 & 7 December 2022

**Before:** Employment Judge Phil Allen  
Ms S Howarth  
Mr P Dobson

## REPRESENTATION:

**Claimant:** Ms Akers, counsel  
**Second respondent:** In person

# JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant was treated unfavourably because she had exercised the right to ordinary and additional maternity leave contrary to section 18(4) of the Equality Act 2010 by the second respondent's refusal to allow the claimant to return to her tutor role in January or February 2021 and by the second respondent dismissing her from her employment with the first respondent without notice on 2 February 2021. The claim for maternity discrimination against the second respondent succeeds.

2. The claimant was not treated unfavourably because she had exercised the right to ordinary and additional maternity leave contrary to section 18(4) of the Equality Act 2010 by the failure of the second respondent to offer or discuss any suitable alternative role for the claimant. That allegation does not succeed and is dismissed.

3. As the first respondent no longer exists, having been dissolved on 16 November 2021, the Tribunal could not hear or determine the claimant's claims against the first respondent.

4. The second respondent is ordered to pay the claimant an award for injury to feelings arising from the discrimination found of **£11,000**;

5. The second respondent is ordered to pay the claimant interest on the injury to feelings award in the sum of **£1,622.58**.

6. The second respondent is ordered to pay the claimant the sum of **£1,002.96** as the award for the losses which resulted from the discrimination found.

7. The second respondent is ordered to pay the claimant interest on the discrimination award for losses in the sum of **£73.86**.

8. The ACAS code of practice on disciplinary and grievance procedures did not apply to the circumstances of the claimant's dismissal and no uplift for an unreasonable failure to comply with it under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 is awarded as a result.

Employment Judge Phil Allen  
7 December 2022

JUDGMENT SENT TO THE PARTIES ON  
12 December 2022

FOR THE TRIBUNAL OFFICE

**Notes**

Reasons for this Judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402618/2021**

Name of case: **Ms M Douek** v **Chavi Weisfish**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 12 December 2022

**the calculation day** in this case is: 13 December 2022

**the stipulated rate of interest** is: **8% per annum**.

Mr S Artingstall  
For the Employment Tribunal Office

## GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:  
[www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426](http://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426)

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.