



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs N Oliveira

**Respondent:** 1 Affinity Finance Ltd (in administration)  
2 Mr I Cunningham

**Heard at:** Cardiff **On:** 28, 29 November 2022

**Before:** Employment Judge Ward  
Tribunal Member Horne  
Tribunal Member Owen

## JUDGMENT

1. The claimant was automatically unfairly dismissed by R1.
2. The claimant was directly discriminated against and harassed on 8 April 2021 by R2
3. The claimant was subject to pregnancy discrimination by R1 and R2.
4. The claimant was not victimised and that part of the claim is dismissed.

## ORDER

The first respondent must pay the claimant £6,506.49 as a compensation award for the unfair dismissal.

The respondents must pay the claimant the following compensation for discrimination;

An injury to feelings award for race discrimination and harassment of £4,000 of which £2,000 is aggravated by the second Respondents actions plus interest of £518.40

An injury to feelings award for pregnancy discrimination of £16,000 plus interest of £1,883.52

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Employment Judge  
Dated:29 November 2022

JUDGMENT SENT TO THE PARTIES ON 16 December 2022

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche

**NOTE:**

This is a written record of the Tribunal's decision. Reasons for this decision were given orally at the hearing. Written reasons are not provided unless (a) a party asks for them at the hearing itself or (b) a party makes a written request for them within 14 days of the date on which this written record is sent to the parties. This information is provided in compliance with Rule 62(3) of the Tribunal's Rules of Procedure 2013.