



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Carla Gorcik

**Respondent:** Chique Makeovers and Photography Ltd (in voluntary liquidation)

**Heard by remote video link (CVP)**

**On:** 10 January 2023

**Before:** Employment Judge Jones  
Ms JL Hiser  
Ms J Nobler

## REPRESENTATION:

**Claimant:** In person  
**Respondent:** Not in attendance

## JUDGMENT

1. The respondent discriminated against the claimant by dismissing her because of her pregnancy and a resultant illness.
2. The respondent discriminated against the respondent by dismissing her for her absence from work which arose from her disability.
3. The respondent shall pay to the claimant compensation in respect of the unlawful discrimination in the sum of **£10,833.36**. That comprises £6,000 for injury to feelings, interest of £600, losses of earnings of £4031.77 and interest of £201.59.
4. The respondent made unauthorised deductions from the wages of the claimant in failing to pay her 4 weeks of statutory sick pay and shall pay to her the sum of **£385.40**.
5. The respondent breached the contract of employment of the claimant in failing to give her one weeks' notice of its termination. The respondent shall pay to the claimant damages in respect of the breach in the sum of **£240**.

6. The respondent unreasonably failed to comply with the ACAS Code of Practice on Discipline and Grievance Procedures and shall pay an additional award to the claimant on the above sums of a further 25%, being **£2,864.69**.
7. The respondent failed to provide the claimant with written particulars of employment for which it shall pay to her 4 weeks' pay of **£960**.
8. The findings of the Tribunal are unanimous.

Employment Judge D N Jones

Date: 10 January 2023