



EMPLOYMENT TRIBUNALS

Claimant: Miss N Williamson

Respondents: (1) ABM Accountants Reading Ltd
(2) Accounting & Book-keeping Consultants Ltd

Heard at: Reading Employment Tribunal

On: 9 February 2023

Before: Employment Judge Eeley
Mrs F Potter
Mr F Wright

Representation

Claimant: In person

Respondent: Mr J Tidy (solicitor for the first respondent). Second respondent did not attend and was not represented.

JUDGMENT

1. The claimant's claim against the 1st and 2nd respondents in relation to pregnancy and maternity discrimination (contrary to section 18 Equality Act 2010) is well founded and is upheld.
2. The respondents are ordered to pay, on a joint and several liability basis, the sum of £61,095.11 in respect of compensation for discrimination ("The judgment sum".)
3. The judgment sum at paragraph 2 comprises:
 - a. £20,000 compensation for injury to feelings.
 - b. £4,046.03 interest on compensation for injury to feelings (at 8%).
 - c. £30,285.12 compensation for loss of earnings to the date of today's hearing.
 - d. £3,060.04 interest on compensation for past loss of earnings (at 8%).
 - e. £8,185.20 compensation in respect of 6 months future loss of earnings.

f. £636.72 in respect of unpaid holiday pay.

The sum of £8205.52 has been deducted in respect of state benefits already received. The total judgment sum has been grossed up for tax at the applicable rate of 20%.

4. The claimant's claim for notice pay is dismissed upon withdrawal by the claimant.
5. The claimant's claim for holiday pay was well founded but the unpaid holiday pay has been included in the award of compensation for discrimination. Consequently, no further order is made in respect of compensation for holiday pay.

Employment Judge Eeley

Date: 9 February 2023

JUDGMENT SENT TO THE PARTIES ON

17/3/2023

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the 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 shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.