



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs E L B Hall

**Respondent** Arts Culture and Heritage Adventures CIC (t/a Unforgettable Experiences)

**HELD AT:** Middlesbrough

**ON:** 30 October 2023

**BEFORE:** Employment Judge Aspden  
Mrs S Don  
Mr G Gallagher

## REPRESENTATION:

**Claimant:** In person  
**Respondent** No attendance

## JUDGMENT

The unanimous judgment of the Tribunal is:

1. In contravention of the Equality Act 2010, the Respondent discriminated against the claimant by suspending her in July 2022 and then by dismissing her in October 2022.
2. The Respondent is ordered to pay to the Claimant compensation of £12,818.44 made up as follows:
  - 2.1. Compensation for financial loss: £5,972.41.
  - 2.2. Compensation for injury to feelings: £6,000.
  - 2.3. Interest of £846.03, awarded under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996, calculated as follows:
    - 2.3.1. Interest on injury to feelings award, calculated from 28 July 2022 to calculation date (30 October 2023) (total 460 days) at 8% per annum: £604.93.
    - 2.3.2. Interest on compensation for past financial loss to date (£5,164.41), calculated from the mid-point between 31 August

2022 and the calculation date (23 January 2023) (total 213 days) at 8% per annum: £241.10.

3. The respondent made unlawful deductions from the claimant's wages by failing to pay Statutory Maternity Pay on the dates it fell due for payment.
4. The claimant's claim that she experienced financial loss in consequence of that unlawful deduction from wages is not made out.

Employment Judge Aspden

Date 7 November 2023

Note

Reasons for the decision 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.