



EMPLOYMENT TRIBUNALS

Claimant: Miss A Fitzgerald

Respondent: The Blurt Foundation CIC (in creditors' voluntary liquidation)

Heard at: Bristol (by VHS video) **On:** 20 October 2023

Before: Employment Judge Leverton (sitting alone)

Appearances

Claimant: In person
Respondent: None

REMEDIES JUDGMENT

A default judgment on liability having been issued under rule 21 of the Employment Tribunals Rules of Procedure 2013, The Tribunal orders the Respondent to pay the Claimant total compensation of £15,093.21, calculated as follows:

Basic award of one week's pay for dismissal connected with pregnancy or maternity contrary to section 99 Employment Rights Act 1996 (ERA)	£204.63
Compensatory award for dismissal contrary to section 99 ERA, comprising three months' net loss of earnings at £886.69 per month, £48 pension loss and £250 loss of statutory rights plus 10% uplift for failure to comply with Acas Code of Practice under section 207A Trade Union and Labour Relations (Consolidation) Act 1992 (TULR(C)A) (recoupment does not apply)	£3,253.88
Award of £9,900 for injury to feelings in respect of pregnancy and maternity discrimination contrary to section 18 Equality Act 2010 plus 10% uplift under section 207A TULR(C)A	£10,890
Interest on injury to feelings award calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 (8% for 312 days, i.e. 12/12/22 – 20/10/23)	£744.70
Total award	£15,093.21

Employment Judge Leverton
Date 20 October 2023

Judgment sent to the parties on 15 November 2023

For the Tribunal Office

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) 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.