



# EMPLOYMENT TRIBUNALS

**Heard at:** Croydon (by video) **On:** 29 & 30 January 2024

**Claimant:** Mrs Emily Clarke

**Respondent:** Mr Michael Baldry trading as Ennis House Rest Home

**Before:** Employment Judge E Fowell  
Ms M Oates-Hinds  
Mr C Rogers

**Representation:**

<b>Claimant</b>	In Person
<b>Respondent</b>	In Person

## JUDGMENT

1. The dismissal was in breach of contract and the claimant is entitled to a notice payment of **£3,080.00**
2. The claimant is entitled to a statutory redundancy payment of **£3,034.30**
3. The claimant's dismissal was unfair although no additional compensation is due for that claim.
4. The complaint of discrimination on grounds of pregnancy and maternity is dismissed.
5. The claimant is awarded total compensation in the sum of **£6,114.30**

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Employment Judge Fowell  
Date: 29 January 2024

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](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>