



EMPLOYMENT TRIBUNALS

Claimant: Miss H Warner-Denny

Respondent: Headwear (UK) Ltd

Heard at: East London Hearing Centre (by CVP)

Before: Employment Judge Warren

Members: Ms A Berry
Ms J Henry

Representation

For the claimant: Ms Linford, Counsel

For the respondent: Mr Ogilvie Harris (ex-director of the respondent)

JUDGMENT ON REMEDY

The unanimous decision of the Tribunal is that:-

1. The respondent is ordered to pay the claimant fifteen hundred and ninety nine pounds and eighty three pence being a month's net pay for compensation for breach of contract.
2. The respondent is ordered to pay compensation in the sum of seven hundred and thirty eight pounds and thirty eight pence for unlawful deductions from wages, amounting to ten days' net pay.
3. The basic award for unfair dismissal is thirteen hundred and eighty four pounds and sixty two pence and we award two months' pay gross by way of compensatory award in the sum of four thousand pounds.
4. We award compensation in the sum of four thousand and two hundred pounds for injury to feelings for indirect sex discrimination and unfavourable treatment through the protected period of the claimant's pregnancy and maternity leave. Interest is payable on this sum for 938 days amounting to eight hundred and sixty two pounds and ninety six pence

5. In conclusion and in total, the respondent is ordered to pay to the claimant the sum of thirteen thousand two hundred and eighty five pounds and seventy nine pence (£13,285.79)

**Employment Judge S Warren
Date: 12 March 2024**