



EMPLOYMENT TRIBUNALS

Claimant: Nikita Twitchen

Respondents: Genu Prima Limited t/a First Grade Projects (1)
Jeremy Morgan (2)

Heard at: Cardiff **On:** 29 & 30 May 2024

Before: Employment Judge Havard
Ms M Walters
Ms R Hartwell

Representation:
Claimant: Ms A Arya, Counsel
Respondents: No appearance

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. the claim of automatic unfair dismissal on the grounds of pregnancy as against the First Respondent is well-founded and succeeds;
2. the claim as against the First Respondent for failing to provide written reasons for the Claimant's dismissal is well-founded and succeeds;
3. the claim of pregnancy discrimination as against the First and Second Respondent is well-founded and succeeds.
4. the Respondents must pay to the Claimant compensation in the total sum of £28,706.76. This amount is made up of the following:
 - (i) Compensation in respect of unfair dismissal, payable by the First Respondent: £11,626.20
 - (ii) Failure to provide written reasons for dismissal, payable by the First Respondent: £521.00

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| (iii) Injury to feelings, payable by the First and Second Respondent: | £15,000.00 |
| (iv) Interest on award for automatic unfair dismissal and failure to provide written reasons for dismissal, payable by the First Respondent: | £625.66 |
| (v) Interest on award for injury to feelings, payable by the First and Second Respondent: | £933.90 |

Employment Judge Havard
Dated: 30 May 2024

JUDGMENT SENT TO THE PARTIES ON 3 June 2024

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche