



EMPLOYMENT TRIBUNALS

Claimant: Mrs Jacqueline Potter
Respondent: SMB 2001 Limited (In Liquidation)
Heard at: Norwich
On: 9 May 2024
Before: Employment Judge M Warren

Representation

Claimant: In person
Respondent: Did not attend

JUDGMENT

1. The awards of compensation below are each increased by 25% pursuant to s207A of the Trade Union and Labour Relations (Consolidation) Act 1992 because of the Respondent's failure to deal with the Claimant's grievance.
2. The Claimant's claim in breach of contract for notice pay succeeds. The Respondent shall pay the Claimant **£1862.50** (made up of 2 weeks gross pay at £745 in the sum of £1490 and a mark up of 25% in the sum of £372.50).
3. The Claimant's claim of unfair dismissal succeeds. The Respondent shall pay the Claimant a Basic Award of **£1607.50** (made up of 2 week's gross pay subject to the prevailing statutory maximum of £643 in the sum of £1286 and a mark up of 25% in the sum of £321.50).
4. The Claimant's claim of discrimination on the grounds of pregnancy and maternity succeeds. The Respondent shall pay the Claimant compensation in the sum of **£55161** (made of loss of earnings in the sum of

£42661 and injury to feelings in the sum of £12,500, including the 25% mark up).

Employment Judge M Warren

Date: 9 May 2024

JUDGMENT SENT TO THE PARTIES ON
25/06/2024

FOR THE TRIBUNAL OFFICE

Notes

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 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/>