



EMPLOYMENT TRIBUNALS

Claimant: Miss K Crawford

Respondent: JS Woodcraft Limited

Heard at: By CVP **On:** 24 to 27 June 2024 **Before:**

Employment Judge JM Wade
Ms BR Hodgkinson
Mr DW Eales

Appearances

For the claimant: in person, with Mr Williams, step father in law

For the respondent: Miss V Hall, consultant

JUDGMENT

- 1 The principal reason for the claimant's dismissal was redundancy (and the claimant has received a statutory redundancy payment).
- 2 Her unfair dismissal complaint succeeds pursuant to section 98(4).
- 3 The claimant's complaint of unfavourable treatment because of pregnancy also succeeds.
- 3 The Tribunal makes the following awards:
- 4 Compensatory award for unfair dismissal £2499.12 (made up of £2019.12 in lost maternity pay and £480 for lost statutory rights).
- 5 Injury to feelings: £11,000 and £806 by way of interest.
- 6 The total sum payable by the respondent to the claimant is £14,305.12.
- 7 The recoupment regulations do not apply to these awards.

JM Wade
Employment Judge JM Wade

Date 27 June 2024

JUDGMENT SENT TO THE PARTIES ON

28 June 2024

Notes

Public access to employment tribunal decisions (judgments and, where provided, reasons for judgments) is given, in full, online shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. A Practice Direction gives guidance on recording in the Tribunals.

The respondent's representative has made a request for written reasons (albeit it was unclear whether that was on the respondent's instructions) and they will therefore be provided unless that request is withdrawn. Any withdrawal of the request should be copied to the claimant and a telephone call should be made to the Tribunal to make sure that the withdrawal is brought to my attention promptly, there being considerable administrative strain in processing emails currently due to staff shortages.