



EMPLOYMENT TRIBUNALS

Claimant: Mrs Katie Plane
Respondent: Gloo Communications Limited
Heard at: Reading **On: 6, 7 and 8 August 2024**
Before: Employment Judge Gumbiti-Zimuto
Members: Mr Peter Hough and Mr Jon Appleton

Appearances

For the Claimant: In person
For the Respondent: Mr John Jameson, Managing Director

JUDGMENT

1. The claimant's complaints about direct discrimination on the grounds of pregnancy and maternity, and breach of the Maternity and Parental Leave Regulations 1999 are not well founded and are dismissed.
2. The claimant was dismissed. The claimant's dismissal was unfair.
3. The respondent is ordered to pay to the claimant the sum of £2526.75, comprising of:
 - a. Basic award: £1964.25
 - b. Compensatory award (loss of statutory rights): £450
 - c. Award pursuant to section 207A Trade Union and Labour Relations (Consolidation) Act 1992 £112.50

Employment Judge Gumbiti-Zimuto

Date: 8 August 2024

Sent to the parties on: 10 October 2024

For the Tribunals Office

Note

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:

All 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/>