



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Anderson
Respondent: Tyche Estates Ltd
Heard at: Newcastle (by CVP)
On: 6 September 2024
Before: Employment Judge Loy

Appearances

For the claimant: In person
For the respondent: No appearance or representation

JUDGMENT

The Judgment of the Employment Tribunal on liability is that:-

1. The claimant's claim for breach of contract in respect of unpaid notice is well founded and succeeds.
2. The claimant's claim for unlawful deduction from wages in respect of non-payment while attending maternity appointments is well founded and succeeds.
3. The claimant's claim for unlawful deduction from wages in respect of non-payment while absent from work due to pregnancy related sickness is well founded and succeeds.
4. The claimant's claim for unlawful deduction from wages in respect of non-payment of pension contributions between May and September 2023 is well founded and succeeds.
5. The claimant's claim for pregnancy related discrimination contrary to section 18(2) Equality Act 2010 is well founded and succeeds.

The Judgement of the Employment Tribunal on remedy is that:

1. The respondent shall pay to the claimant the total gross sum of **£12,302.84**.

2. The has been calculated in the following way:

- a. In respect of 1 above: **£319.15.**
- b. In respect of 2 above: **£30.00.**
- c. In respect of 3 above: **£106.38.**
- d. In respect of 4 above: **£350.91.**
- e. In respect of 5 above:
 - i. For loss of earnings: **£7,796.40**
 - ii. For injury to feelings: **£4,000.00**

Employment Judge Loy

6 September 2024

Public access to employment tribunal decisions

"All judgments (apart from those under rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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.