



EMPLOYMENT TRIBUNALS

Claimant: Mrs E Cotman-Tarkenter

Respondent: Droylsden Glass Limited

Heard at: Manchester Employment Tribunal

On: 20, 21 and 22 November 2024

Before: Employment Judge M Butler
Ms C Linney
Ms B Hillon

Representation

Claimant: Self-representing

Respondent: Ms A Marquarite-Robinson (of Counsel)

JUDGMENT

1. The claimant was automatically unfairly dismissed contrary to s.20(2) of the Maternity and Parental Leave etc Regulations 1999, and s.99 of the Employment Rights Act 1996.
2. The claimant was treated unfavourably because of her having exercised her right to maternity leave contrary to s.18 of the Equality act 2010.
3. The claimant is awarded compensation in the agreed sum of £8,000. Compliance with this judgment is to be within 14 days of the date of the judgment.

Employment Judge M Butler

Date: 22 November 2024

JUDGMENT SENT TO THE PARTIES ON

2 December 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/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2407252/2023**

Name of case: **Mrs E Cotman-
Tarkenter** v **Droylsden Glass Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 2 December 2024

the calculation day in this case is: 3 December 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office