



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Ms S Allert

Hermes Parcelnet Limited t/a
Evri

Heard at: Watford Tribunal

On: 14,15,16,17 October, 4
&5 December (deliberation),
6 December 2024

Before: Employment Judge Cowen
Mr J Hutchings
Ms B Robinson

Appearances

For the Claimant: Ms Mankau (counsel)

For the Respondent: Mr Ryan (counsel)

JUDGMENT

For the reasons given in an oral judgment;

1. The claims of pregnancy discrimination(s.18 EQA) and harassment (s.26 EQA)) succeed in relation to allegations pertaining to the company car removal and constructive dismissal.
2. The Claimant was constructively unfairly dismissed by the Respondent on 1 February 2024 (s.98 ERA)
3. The Respondent shall pay the Claimant the sum of £46,960.12 (including £17,000 for injury to feelings for pre-termination discrimination).

Employment Judge Cowen

Date:6 December 2024.....

Sent to the parties on: 20 February 2025

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For the Tribunal 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.

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/>