



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Hampstead

Respondent: Robert Lewis t/a LD Printing

Heard at: Teesside Justice Centre, Victoria Square, Middlesbrough, TS1 2AS

On: 12th & 13th March 2025

Before: Employment Judge AEPitt
Mrs CE Hunter
Mr G Gallagher

Representation

Claimant: In Person

Respondent: Ms K Walker Friend of Respondent

JUDGMENT

1. The claimant's claim for Unfair Dismissal is well founded.
2. The claimant's claim for breach of Working Time Regulations is well founded.
3. The claimant's claim for Discrimination on grounds of Pregnancy/Maternity is not made out and is dismissed.
4. The claimant's claim for Direct Sex Discrimination is not made out and is dismissed

REMEDY

1. Unfair Dismissal
 - 1.1 Basic Award
£411.84
Minus £411.84 Redundancy Pay
 - 1.2 Compensatory Award
£ 1235.52
2. Compensation for unpaid holiday pay

63 hours (9 days) x 11.44
£720.77

3. The respondent shall pay to the claimant the sum of £1956.29
4. This is an award to which the **Employment Protection (Recoupment of Benefits) Regulations 1996** apply.
 - 4.1. The Prescribed Element is **£1235**
 - 4.2 The Prescribed Period is **29th September 2024 - 17th November 2024**

Approved by:
Employment Judge AEPitt

Employment Judge AEPitt

1st April 2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) 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.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/