



# EMPLOYMENT TRIBUNALS

**Claimant:**  
Ms K Hlavata

v

**Respondent:**  
Sandtrend Limited

**Heard at:** Reading

**On:** 7, 8, 9 and 11 April 2025  
and on 10 April 2025  
(tribunal only)

**Before:** Employment Judge Hawksworth  
Mr A Kapur  
Mrs F Tankard

**Appearances:**  
**for the claimant:** Ms K Ben-David (lay representative)  
**for the respondent:** Ms A Rumble (counsel)

## JUDGMENT

The unanimous decision of the tribunal is that:

1. The complaints of indirect sex discrimination and unfair dismissal are well-founded and succeed.
2. The complaints of direct discrimination fail and are dismissed.
3. The respondent must pay the claimant the sum of £36,720.92 made up of:
  - a. Compensation for financial losses: £15,060.48 of which £1,294.39 is interest;
  - b. Injury to feelings: £13,085.48 of which £2,085.48 is interest;
  - c. Basic award: £6,730.78;
  - d. Loss of statutory rights: £500.00;
  - e. Grossing up for tax: £1,344.18.

**Approved by:**  
**Employment Judge Hawksworth**

Date: 11 April 2025

Sent to the parties on:21/5/2025

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.

**Public access to employment tribunal decisions:**

Subject to rule 49 (privacy), all judgments and written reasons for the judgments are published in full online, shortly after a copy has been sent to the claimant(s) and respondent(s) in the case, at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions)

**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 is likely to be payable in most but not all circumstances. 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/>