



EMPLOYMENT TRIBUNALS

Claimant: Ms M Tabassum

Respondent: White Rose Homecare Limited

Heard at: Leeds Employment Tribunal
On: 2nd – 6th June 2025

Before: Employment Judge Singh

Representation

Claimant: Mr M Akhtar (lay representative)

Respondent: Mr Richards-Jones (Legal Executive)

CORRECTED JUDGMENT

1. The Claimant's claim for Unfair Dismissal is well-founded and succeeds
2. The Claimant's claim for Automatic Unfair Dismissal on the grounds of pregnancy and maternity leave is not well-founded and is dismissed.
3. The Claimant's claims for Unfavourable Treatment on the grounds of pregnancy and maternity are not well founded and are dismissed.
4. The Claimant's claims for Direct Pregnancy Discrimination are not well-founded and are dismissed.
5. The Claimant's claim for Victimisation in relation to the dismissal is well-founded and succeeds.
6. The Claimant's other claims for Victimisation are not well-founded and are dismissed.
7. The Claimant's claim for failure to provide a written statement of particulars is not well-founded and is dismissed.

Remedy

8. The respondent shall pay the claimant the following sums:

- a. Compensation for past financial losses:
£9,126.00
- b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996:
£828.09
- c. Compensation for injury to feelings:
£15,000.00
- d. Uplift on injury to feelings for failure to follow ACAS code of practice (at 15%)
£2,250.00
- e. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996:
£1,565.26

Employment Judge **Singh**

_____ 10th July 2025 _____

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.*

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/):

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>