



EMPLOYMENT TRIBUNALS

Claimant: Ms. N. Ameri

Respondent Alison House Thornaby Limited

Heard at: Teesside Combined Court Centre

On 25 to 28 February and 09 to 13 June 2025

Before: Employment Judge T.R. Smith

Representation

Claimant: In person

Respondent: Mr J. Boyd (counsel)

JUDGMENT

Unlawful deduction from wages.

1.The claimant's complaint that there was an unlawful deduction or deductions from her wages is well-founded and the tribunal declares accordingly.

2.The respondent shall pay to the claimant within 14 days the gross sum of £853.62. The claimant shall be responsible for payment of any tax or national insurance.

Written reasons for dismissal

3.The respondent unreasonably failed to provide the claimant with written reasons for her dismissal whilst she was pregnant (section 92 (4) ERA 96) and/or the particulars of reasons given in purported compliance with that section were inadequate and / or untrue. Pursuant to section 93 ERA 96 the respondent shall pay to the claimant within 14 days the gross sum of £ 418.00 (two weeks pay).

Pregnancy and maternity discrimination.

4.The claimant's complaints that the respondent, during the protected period discriminated against the claimant in relation to her pregnancy by: –

- dismissing the claimant on 28 February 2024
- forging a contract of employment in the claimant's name purportedly dated 01 January 2023.

Are all well founded.

5.All other complaints of unfavourable treatment because of the claimant's pregnancy are dismissed.

Unfair dismissal

6.The claimant's complaint of unfair dismissal succeeds.

7.The claimant did not cause or contribute to her dismissal.

8.The respondent failed to demonstrate that there was a chance the claimant would have been dismissed fairly in any event.

Automatic unfair dismissal

9.The claimant's complaint that the reason or principal reason for her dismissal related to pregnancy is well-founded and succeeds, (section 99 ERA 96).

10.The claimant's complaint that the reason or principal reason for her dismissal was the assertion of one or more statutory rights (section 104 ERA 96) is not well-founded and is dismissed.

Employment Judge T.R.Smith

Date 13 June 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.

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/>

