



# EMPLOYMENT TRIBUNALS

**Claimant:** F Ali

**Respondent:** Imperial Workforce Ltd

**HELD AT:** Middlesbrough

**ON:** 28 and 29 July 2025

**BEFORE:** Employment Judge Aspden

**REPRESENTATION:**

**Claimant:** Mr Ali, husband

**Respondent:** Mr Allen, counsel

## JUDGMENT

1. The claimant's complaint that the respondent discriminated against her by terminating her employment is well founded.
2. The claimant's complaint that the respondent unfairly dismissed her is well founded.
3. The Respondent is ordered to pay to the Claimant the sum of **£6,951.58** made up as follows:
  - 3.1. Compensation under Equality Act 2010: £6,450.
  - 3.2. Interest on the above award (calculated at 8% per annum from the date of discrimination (1 October 2024) to the calculation date (29 July 2025): £425.52.
  - 3.3. Basic award for unfair dismissal: £76.06.
4. The claimant's complaint that the respondent discriminated against her by telling her that she would not be entitled to statutory maternity pay is not well founded and is dismissed.

Employment Judge Aspden

Date 29 July 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](http://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/>