



EMPLOYMENT TRIBUNALS

Claimant: Ms Lorna Hughes

Respondents: (1) Dr Huw Perry
(2) Dr Kirsty Mellin
(3) Dr Paul Williams
(4) Dr Phil Cox
(5) Dr Matthew Moore

Trading as Waterside Medical Practice

Heard at: Employment Tribunal in Cardiff (via CVP) **On:** 18 September 2025

Before: Employment Judge Grubb

REPRESENTATION:

Claimant: Ms Harrison (Counsel)

Respondent: No Appearance (no defence filed)

JUDGMENT

1. The complaints of detriment relating to pregnancy and discrimination in relation to maternity are well-founded and succeed.
2. The Respondent shall pay the Claimant the sum of £21,706.63 less any amounts due as income tax and national insurance. This sum is calculated as follows:
 - a. £17,575 for injury to feelings
 - b. £4,393.75 on the basis that it is just and equitable to increase the award payable to the Claimant by 25% uplift for failure to comply with the ACAS Code of Practice Disciplinary and Grievance Procedures 2015 in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
 - c. £1,090.13 interest on injury to feelings running from 9 December 2024 to the date of hearing.
 - d. £1,105.28 for failure to update the Claimants terms and conditions under s. 38 of the Employment Act 2002.

- e. LESS £2,457.54 being money due from the Claimant by reason of overpayment of the Claimant's wages.

Approved by:

Employment Judge Grubb

18 September 2025

Judgment sent to the parties on:

08 October 2025

For the Tribunal:

Adam Holborn

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