



EMPLOYMENT TRIBUNALS

Claimant: Miss Beth Kinchin

Respondent: Progen Power Limited

Heard at: Exeter Employment Tribunal via CVP **On:** Thursday, 18 September 2025

Before: Employment Judge M. Salter

Representation:

Claimant: In person

Respondent: No attendance and no representation.

JUDGMENT

1. The Claimant was unlawfully discriminated against on grounds of pregnancy and maternity when the Respondent:
 - (a) refused to allow the Claimant to continue in her role as Project Manager and Warehouse Manager with adjustments;
 - (b) refused to allow her to perform the Operations Assistant role with at least 2 days a week working from home; and
 - (c) dismissed her.
2. The Claimant's dismissal was automatically unfair as the reason, or principal reason, for her dismissal was pregnancy or maternity.
3. The Respondent shall pay to the Claimant as compensation for discrimination:
 - (a) compensation for injury to feelings of £11,000.00;
 - (b) interest on the injury to feelings award of £1,906.85;
 - (c) compensation for financial loss of £48,459.00;
 - (d) interest on the financial losses of £3,876.75.

Employment Judge Salter
Thursday, 18 September 2025

JUDGMENT & REASONS SENT TO THE PARTIES ON
13 October 2025

FOR THE TRIBUNAL OFFICE

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.

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.