



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss J Hewitt

**Respondent:** Elite Hair Lounge Limited

**Heard at:** London South ET via CVP (video)    **On:** 1, 2 and 3 October 2025

**Before:** Employment Judge Beckett  
Mr N Saunders  
Ms E Whitlam

**Appearances:**

For the claimant: Miss T Meek (claimant's mother)

For the respondent: Mr A Williams (solicitor)

## JUDGMENT

1. The complaint of automatic unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The following complaint of direct age discrimination is well-founded and succeeds:
  - a. The respondent made reference to the claimant's age when advising her to terminate her pregnancy (list of issues 3.2.2).
3. The following complaints of direct pregnancy discrimination is well-founded and succeed:
  - a. The respondent on 4<sup>th</sup> December 2023 immediately after discovering that the claimant was pregnant told her that she should get an abortion because she was too young to be pregnant (4.1.1)
  - b. On 22<sup>nd</sup> December 2023 the claimant was marked down as late, despite being on a medical appointment (4.1.2)
  - c. On 18<sup>th</sup> January 2024, after the claimant asked about her job following the birth of her child in a message at 5.30pm she received notice of her dismissal at 5.49pm (4.1.6)

- d. The respondent logged lateness that did not occur and used a negative tone/ reference to her situation, ie the claimant's pregnancy (4.1.7).
4. The Tribunal has received representations from the claimant's representative relating to issue 4.1.3, namely on 26<sup>th</sup> January 2024 the respondent initially refused to allow the claimant to attend an Ultrasound Appointment.
5. The Tribunal will deal with that as an application to reconsider, and will invite the parties to make representations at the remedy hearing.
6. The remaining complaints are not well-founded and are dismissed.
7. The case will be listed for reconsideration and a remedy hearing via CVP. The parties will receive notification of the date in due course.

.....  
**Employment Judge Beckett**

Dated: 8 October 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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions).