



EMPLOYMENT TRIBUNALS

Claimant: Miss G Mcardle

Respondent: Vista Home Care Services Ltd

Heard at Sheffield by video

ON: 10 and 11 November 2025

BEFORE: Employment Judge Brain

REPRESENTATION:

Claimant: In person

Respondent: Ms R Morgan, Counsel

JUDGMENT

1. The claimant's complaint that the reason or the principal reason for her dismissal from her employment by the respondent on 8 July 2024 was related to her pregnancy fails. Accordingly, the complaint of unfair dismissal brought pursuant to section 99 of the Employment Rights Act 1996 is not well-founded and stands dismissed.
2. The claimant's complaint that the respondent treated her unfavourably because of her pregnancy and because of pregnancy-related illness suffered by her succeeds. Accordingly, her complaint brought pursuant to section 18 of the Equality Act 2010 (when read with section 39(2)(c) of the 2010 Act) is well-founded and is upheld.
3. By way of remedy upon the complaint in paragraph 2:
 - 3.1. The respondent shall pay to the claimant compensation for injury to her feelings in the sum of £5,000.
 - 3.2. The respondent shall pay to the claimant interest upon that sum in the sum of £538.08 (calculated at the rate of 8% per annum for 491 days between 8 July 2024 and 11 November 2025, the latter being the calculation date).
 - 3.3. The claimant's claim for compensation for personal injury is refused.
 - 3.4. The claimant's claim for compensation for pecuniary loss is refused.
 - 3.5. The claimant's claim for an uplift pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 of the amounts in

awarded in paragraphs 3.1 and 3.2 because of the respondent's failure to comply with the *Acas Code of Practice 1: Disciplinary and Grievance Procedures (2015)* is refused.

- 3.6. The total payable to the claimant by the respondent of £5,538.08 shall be paid to her on or before 26 November 2025.

Approved by Employment Judge Brain

Date: 12 November 2025.

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Sent to the parties on:

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For the Tribunal:

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Note - 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/>