



# EMPLOYMENT TRIBUNALS

**Claimant:** **Miss Charlotte Hastings**

**Respondent:** **The Royal Wolverhampton NHS Trust**

**Heard at:** **Birmingham**

**Method** **In person and CVP**

**On:** **13/08/2025 to 22/08/2025 and 24/11/2025 – 25/11/2025**  
**(parties did not attend 24/11/2025)**

**Before:** **Employment Judge Smart in public**  
**Mrs R Forrest**  
**Mrs M Howard**

**Appearances**

For the Claimant: The Claimant herself and Miss Caroline Hastings (the Claimant's mother and a solicitor in acquisitions)

For the Respondent: Mr. T Sheppard (Counsel)

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

1. The Claimant's claims of direct disability discrimination as detriments in breach of sections 13 and 19 Equality Act 2010 fail and are dismissed.
2. The Claimant's claim of unfavourable treatment because of the Claimant's pregnancy in breach of section 18 and 19 Equality Act 2010 at paragraph 5.1.3 of the list of issues is well founded and succeeds. All other claims under this head of claim fail and are dismissed.
3. The Claimant's claims of unfavourable treatment because of illness related to the Claimant's pregnancy in breach of section 18 Equality Act 2010 fail and are dismissed.
4. The Claimant's claims of breach of contract fail and are dismissed.
5. The Claimant's claims of failures to make reasonable adjustments under sections 20, 21 and 19 Equality Act 2010, fail and are dismissed.

**Remedy**

6. The Claimant is awarded £2,000 for injury to feelings.
7. The Claimant is awarded interest for 1,394 days from the date of discrimination (31 January 2022) to the date of judgment (25 November 2025) at the rate of 8% APR in the amount of £611.07.
8. **Judgment for the Claimant in the total amount of £2,611.07.**
9. All judgments were unanimous.

Judgment approved by:

**Employment Judge G Smart**

On 25 November 2025

The reasons for this decision were given orally at a hearing. Written reasons will not be provided unless they have been requested in writing by any of the parties within 14 days of the date this judgment was sent to the parties. Public access to employment tribunal decisions: Note that both 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 parties.

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/>