



EMPLOYMENT TRIBUNALS

Claimant: Mrs L Harris-Pugh
Respondent: Net Natives Ltd

Heard at: London South (by video) **On:** 2-6 February 2026

Before: EMPLOYMENT JUDGE CORRIGAN
Mr C Mardner
Mr P Adkins

Appearance

For the claimant: In person
For the respondent: Mr S Evans, CEO

JUDGMENT

1. The claimant was not automatically unfairly dismissed by the respondent. That claim is dismissed.
2. The Tribunal has found the Respondent did contravene the Equality Act 2010 in respect of the claim of pregnancy/maternity discrimination.
3. The respondent is ordered to pay compensation of £21,780.72 to the claimant.
4. This consists of:

Financial loss	£9,402.62
Injury to feelings	£10,000
Interest	£2,378.08

5. The financial loss consists of the following:

Maternity pay and pension loss at the claimant's contractual rate for the first 11 weeks of maternity leave (£13,495.88);

Maternity pay and pension loss at the alternative role's rate for the rest of the maternity leave (7 weeks at £4835.38 and SMP of £3,191.37 and pension of £969.36, totalling £8996.11);

Minus SMP actually paid of £12,441.84;

18 days' holiday accrued during maternity leave up to 4 December 2024 paid at the alternative role's rate of £138.15 per day (£2486.70);

Sub-total: £12,536.85

6. This award for financial loss (£9402.62) is the Sub-total above reduced by 25% to reflect the chance the claimant would have turned down the alternative role, and would have been dismissed in any event, even without the contravention of the Equality Act.

7. The interest has been calculated as simple interest which accrues from day to day at the current rate of 8% giving a daily rate of £2.19 per day for the periods:

14 February 2024 (date of discrimination) to 6 February 2026 (723 days) for the injury to feelings award;

9 February 2025 (midpoint of the above period) to 6 February 2026 (362 days) for the financial losses award.

8. This calculation amounts to interest on the injury to feelings award of £1584.66 and interest on the financial losses of £793.42.

Approved by
Employment Judge Corrigan
16th February 2026

Sent to the parties on
20th February 2026
For the Tribunal Office

Note

Written reasons will not be provided unless 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.

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/>