



EMPLOYMENT TRIBUNALS

Claimant: Ms Laura Cashmore

Respondent: UK NRG Ltd

Wrongly named as a Respondent: Mr Van Le

FINAL / RULE 22 REMEDY HEARING

Heard at: Birmingham, in public, by video

On: 25 June 2026

Before: Employment Judge Camp

Representation

For the Claimant: in person

For himself and for the Respondent: Mr Van Le, company director

JUDGMENT

1. On the Tribunal's own initiative, the Judgment of 6 February 2026 against Mr Van Le is reconsidered. This is because Mr Van Le is not and never has been a respondent, in that: the claim in the claim form was deemed by the Tribunal to be a claim against the Respondent UK NRG Ltd and was accepted as such; had the claim in the claim form been deemed to be a claim against Mr Van Le, it would have been rejected because the claimant had not been through early conciliation against him; the Tribunal has never made an order adding Mr Van Le as a respondent.
2. Upon reconsideration, by consent, the Judgment of 6 February 2026 against Mr Van Le is set aside and Mr Van Le is removed from the Tribunal record as a named respondent.
3. The Judgment of 6 February 2026 against UK NRG Ltd remains in place. It is confirmed that "*the complaint of direct maternity discrimination*" referred to in paragraph 3 of that Judgment is a complaint that the claimant's dismissal was an act of discrimination under section 18 of the Equality Act 2010.
4. The claimant seeks compensation only for unfair dismissal and is awarded compensation consisting of a basic award of £384. The respondent must pay her that sum.

5. The claimant is awarded, and the respondent must pay her, £15,580 in damages for discrimination, made up of:
 - 5.1 lost earnings of £3,080;
 - 5.2 injury to feelings of £12,500.
6. The claimant is also awarded, and the respondent must also pay her, interest on her damages for discrimination totalling £1,876.35 as at 25 June 2026, being 8 percent per annum:
 - 6.1 on the injury to feelings from the date of dismissal – 16 December 2024 (556 days; £1,523);
 - 6.2 on the lost earnings from the mid-way point of the time period over which earnings were lost – 18 January 2025 (523 days; £353).
7. The total sum the respondent must pay the claimant is:
 - 7.1 **£15,964** not including interest;
 - 7.2 **£17,840** including interest up to 25 June 2026.

**Employment Judge Camp
Approved on 25 June 2026**