



EMPLOYMENT TRIBUNALS

Claimant: Ms Hanna Merzouk

Respondents: Supreme Education Limited

Heard at: London South (Croydon) **On:** 23 to 25 June 2026

Before: Employment Judge Wright

Representation:

Claimant: In person

Respondent: Ms E White – litigation consultant Peninsula

JUDGMENT

It is the Judgment of the Tribunal that the claimant's claim of unlawful discrimination contrary to the Equality Act 2010 and the Maternity and Parental Leave etc Regulations 1999 was well-founded and it succeeds. Her claims for wrongful dismissal/notice pay and for unauthorised deductions of statutory maternity pay also succeeded.

The sums awarded are:

13 weeks' notice pay	£ 5,967
May 2024 to July 2024	

Three months' future loss of earnings	£ 5,967
December 2024 to February 2025 (prescribed period)	

Injury to feelings	£10,000	
Interest thereon at 8% over 785 days 1 May 2024 to 26 June 2026	£ 1,720	
Underpayment of SMP	£ 218	
Sum Due		£23,872 gross

For the purposes of regulation 4 of the Employment Protection (Recoupment of Benefits) Regulations 1996:

The Prescribed Element is: £5,967;

The Prescribed Period is: 1 December 2024 to 1 February 2025;

The total monetary award is: £23,872

The excess of the total monetary award over the Prescribed Element is: £17,905

16 June 2026

Approved by
Employment Judge Wright

JUDGMENT SENT TO THE PARTIES ON
7 July 2026

FOR THE TRIBUNAL OFFICE

P Wing

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 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/>