



EMPLOYMENT TRIBUNALS

Claimant: Miss T Bibi
Respondent: Care2Care (Yorkshire) Limited
Heard at: Leeds **On:** 1 September 2026
Before: Employment Judge Maidment

Representation

Claimant: Mr M Choudhary, the claimant's husband
Respondent: Mrs P Ali, HR Officer

JUDGMENT

1. The claimant's claim of unfair dismissal is well founded and succeeds. The claimant was dismissed by reason of her pregnancy.
2. The claimant's complaint that her dismissal was an act of maternity and pregnancy discrimination succeeds.
3. The respondent is ordered to pay to the claimant, as compensation for unfair dismissal, the sum of £4,976 (comprised of a basic award of £4,576 and compensation for loss of statutory rights in the sum of £400).
4. As compensation for unlawful discrimination, the respondent is ordered to pay the claimant the sum of £9,982.90 in respect of financial loss (which includes an element of £316.62 of interest) and, as compensation for injury to feelings, the sum of £13,000 plus an additional sum of £1,733.33 in respect of interest.

Approved by:

Employment Judge Maidment

2 September 2026

Notes

Summary reasons were given orally at the hearing. Written summary reasons will not be provided unless requested by any party at the hearing, or by a written request received by the Tribunal within 14 days of the sending of the written record of the decision.

All judgments (apart from judgments under Rule 51) and any written full reasons for judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/