



EMPLOYMENT TRIBUNALS

Claimant: Miss K Hansbury

Respondent: Mr J Hunter

Heard at: Manchester **On:** 2,3 4 & 5 June and 6 August 2026

Before: Employment Judge Dennehy

Representation

Claimant: in person

Respondent: Mr G Williams (consultant)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The respondent complied with Regulation 18 of the Maternity & Parental Leave Regulations etc 1999.
2. The complaint that the claimant was unfairly constructively dismissed by the respondent contrary to the Employment Rights Act 1996 is well founded and succeeds.
3. The claimant's allegation of discrimination on the grounds of pregnancy and maternity contrary to Equality Act 2010 section 18 as set out at issue 3(1) in the list of issues is well founded and succeeds.
4. The claimant's allegation of discrimination on the grounds of pregnancy and maternity contrary to Equality Act 2010 section 18 as set out at issue 3(2) in the list of issues is well founded but was made out of time and fails.
5. The claimant's allegation of discrimination on the grounds of pregnancy and maternity contrary to Equality Act 2010 section 18 as set out at issue 3(3) in the list of issues is well founded but was made out of time and fails.
6. No recommendations are made.
7. The respondent is ordered to pay to the claimant the sum of **£25,372.89** within 28 days of today's hearing.

The award is constituted as follows:

(i) Basic award £1,740.00

Claimant's date of birth 4 October 1991- 34 years of age = age factor of 1
1 weeks gross pay for each year of employment (start 7 sept 2020 and end 01 Oct 2024 = 3 completed years)

The claimant's gross pay = £580 .(made up of 24hrs at £15 ph (£360) and 1 live in shift at £220).

Basic Award = $3 \times 1 \times 580 = £1,740.00$ gross

(ii) Compensatory award £8,956.97

Immediate loss of earnings = net pay from 01 October 2024 to 24 February 2026
(date of increased salary job) = 73 weeks minus 8 weeks = 65 weeks.

Net average pay = £485.31 per week $\times 65 = £31,545.15$ -

Minus earnings in alternative employment = £24,318.18

(made up from Freelance work = £2,751.61, Bank Work = £17,385.75, Pheonix Learning = £4,180.82)

= Loss of wages = £7,226.97 net

No deductions for benefits, Polkey or contributory conduct

No ACAS uplift or deduction

Future loss of earning is nil

Loss pensions is gross weekly pay 580×0.03 percentage $\times 65$ weeks = £1,130.00

Loss of statutory rights is £600

Total of basic and compensatory awards = £10,696.97

(iii) Interest £790.11

Calculation of 8% interest from mid point of date of dismissal to date of hearing

Loss period is 01 October 2024 last day at work to 6 august 2026 = 674 days

Mid point of 674 days is 337 days.

$(337 \times 0.08 \times 1/365 \times 10,696.97 = 790.11)$

Total compensatory award for unfair dismissal £11,487.08

(iv) Injury to Feelings Award £12,000.00

No ACAS uplift or deduction

(v) Interest £1,885.81

Calculation of 8% interest from date of discrimination to date of hearing

I have used at the date of the discriminatory act of 19 August 2024 (the date when JH told the claimant that her role was predominately care)
The number of days to hearing is 717 days
($717 \times 0.08 \times 1/365 \times 12,000 = 1,885.81$)

Total injury to feelings award: £13,885.81

Approved by:

Employment Judge Dennehy

6 August 2026

JUDGMENT SENT TO THE PARTIES
ON

18 September 2026

FOR THE TRIBUNAL OFFICE

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. If written reasons are provided they will be placed online.

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

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/



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **6018737/2024**

Name of case: **K Hansbury** v **Mr J Hunter**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 18 September 2026

the calculation day in this case is: 19 September 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office