**Case Number: 3313190/2022**

# EMPLOYMENT TRIBUNALS

**The Claimant:** Miss Emma Hughes

**The Respondents:** Hamelin Brands Limited

**Heard at:** BSE (in person) **On:** 14-18; 21-22 September 2026

**Before:** Employment Judge R Wood; Ms C Smith; Mr B McSweeney

**Appearances**
**For the Claimant:** Mr Harris (Claimant's partner)
**For the Respondents:** Mr Steel (Solicitor)

## JUDGMENT

1. The direct discrimination claim on the grounds of pregnancy and/or maternity pursuant to section 18 of the Equality Act 2010 is well founded and is allowed. In particular, the Tribunal finds in favour of the claimant in relation to paragraphs 2(1)(i); 2(1)(ii); 2(1)(iii); 2(1)(ix); 2(1)(x) and 2(1)(xii) of the list of issues at page 95 of the hearing bundle. All other aspects of the direct discrimination claim are not well founded and are dismissed.

2. The unlawful detriment claim on the grounds of pregnancy and/or maternity pursuant to section 47C of the Employment Rights Act 1996 is well founded and is allowed. In particular, the Tribunal finds in favour of the claimant in relation to paragraphs 3(1)(a); 3(1)(b); 3(1)(c); 3(1)(f) and 3(1)(g) of the list of issues. All other aspects of the detriment claim are not well founded and are dismissed.

3. The claim of harassment related to sex is well founded and is allowed in relation to paragraphs 4(1)(i) and 4(1)(ii) of the list of issues. The other aspects of this claim are not well founded and are dismissed.

4. The automatic unfair dismissal claim is not well founded and is dismissed.

5. The victimisation claim is not well founded and is dismissed.

6. The respondent is order to pay compensation to the claimant. It is ordered to pay the sum of £18,000 plus interest of £6,588.49 in respect of injury to feelings; as well as the sum of £3421.56 plus interest of £626.19 in respect

of financial losses. **In total, the respondent must pay to the claimant the sum of £28,636.24.**

Approved by:

Richard Wood

22 September 2026

Sent to the parties on:
29 October 2026
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For the Tribunal Office:

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**Note**
Summary reasons for the judgment having been given orally at the hearing, summary or full 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 full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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:

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