EMPLOYMENT TRIBUNALS

Claimant: Ms Stephanie Touka
Respondent: Jean-Baptiste Wons

Heard at: Watford Employment tribunal
On: 12,13 and 14 October 2026
Before: Employment Judge Alliott
Ms N Duncan
Mr W Dykes

Representation
Claimant: Mr Robert Sharp (counsel)
Respondent: Ms Nadezhda Kussalina (lay representative)

JUDGMENT

The judgment of the tribunal is that:

1. The claimant's dismissal was automatically unfair as the principal reason for dismissal was her pregnancy and that she sought to take maternity leave and was pregnancy/maternity discrimination as it was unfavourable treatment because of her pregnancy.

2. The respondent is ordered to pay the claimant the following sums:

    2.1 Compensation of £2,475.64 net loss of earnings and £78.60 loss of pension, total £2,554.24.

    2.2 Damages for injury to feelings of £5,000 plus £759.50 interest thereon.

Approved by:

Employment Judge Alliott

Date: 14 October 2026

JUDGMENT SENT TO THE PARTIES ON

2 November 2026

FOR THE TRIBUNAL OFFICE

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/