



EMPLOYMENT TRIBUNALS

Claimant: Ms A Tann

Respondent: Katie Hillier Limited

Heard at: East London Hearing Centre

On: 30 May 2023 – 05 June 2023 (By Cloud Video Platform)

Before: Employment Judge B Beyzade

Members: Ms J Clark
Mr S Woodhouse

Representation

Claimant: Miss J Linford, Counsel
Respondent: Ms S Ismail, Counsel

JUDGMENT

The unanimous Judgment of the Tribunal is that:

- 1) The claimant's complaint of unfair dismissal is well founded, and it succeeds, and the claimant is awarded £0.00 basic award and £1196.17 compensatory award.
- 2) The claimant's complaint of automatic unfair dismissal pursuant to section 99 of the *Employment Rights Act 1996* and the *Maternity and Parental Leave etc. Regulations 1999* is not well founded, and it is hereby dismissed.
- 3) The claimant's complaint of maternity discrimination pursuant to section 18 of the *Equality Act 2010* in relation to not providing the claimant with 2 months' contractual notice is well founded and it succeeds, and the claimant is awarded £4,460.00 (gross) in respect of financial loss subject to any required deductions for tax and national insurance provided that the respondent remits any such amount to His Majesty's Revenue and Customs and accounts to the claimant for any such payment, £1000.00 injury to feelings and £459.60 interest (the daily rate of interest is £1.20 and the number of days of interest awarded is 383 days). The remainder of the claimant's complaint of maternity discrimination pursuant to section 18 of the *Equality Act 2010* is not well founded and it is hereby dismissed.

- 4) The claimant's complaint of victimisation pursuant to section 27 of the *Equality Act 2010* is not well founded and it is hereby dismissed.
- 5) The claimant's complaint in respect of notice pay – wrongful dismissal is not well founded and it is hereby dismissed.

Employment Judge Beyzade
Date: 05 June 2023