



EMPLOYMENT TRIBUNALS

Claimant: Miss Ellis Taylor

Respondent: Bingham & Young Optical Ltd

Record of an Attended Hearing at the Employment Tribunal

Heard at: Lincoln

Heard on: 18, 20 and 21 March 2024

Before: Employment Judge Hutchinson

**Members: Miss J Hallam
Mr C Goldson**

Appearances:

Claimant: Daniel Spear - Smith, Claimant's partner

Respondents: Ayomide Sola-Ogunniyi, Solicitor

JUDGMENT

The unanimous Judgment of the Tribunal is:

1. The claim of unfair dismissal succeeds. The Tribunal make no award in respect of this.
2. The claim of pregnancy discrimination under Section 18 Equality Act 2010 succeeds.

The Respondent is ordered to pay to the Claimant:

2.1. A compensatory award **£1,259.78**.

2.2. Interest thereon $629 \times £0.28 = £176.12$.

2.3. Injury to feelings **£10,000**.

2.4. Interest thereon $643 \times £2.19 \text{ per day} = £1,408.17$.

2.5. Total award of compensation for discrimination **£12,844.07**.

3. The Respondent failed to provide the Claimant with a Statement of Terms and Conditions of Employment in accordance with Section 1 of the Employment Rights Act 1996. The Respondent is ordered to pay to the Claimant the sum of **£1,744.60**.

Employment Judge Hutchinson

Date: 27 March 2024

JUDGMENT SENT TO THE PARTIES ON

....06 April 2024.....

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FOR THE TRIBUNAL OFFICE

Note

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

CASE NO: 2602177/2022