



EMPLOYMENT TRIBUNALS

Claimant: Miss J Ashton

Respondents: (1) Lynn Cafe Limited
(2) Mr A Kaya

Heard at: Norwich **On:** 6—7 November 2019

Before: Employment Judge Brown

Members: Ms M Prettyman and Mr D Hart

Appearances

For the claimant: In person

For the respondents: Dr A Morgan, counsel

JUDGMENT

- (1) It is hereby declared that the first respondent unfairly dismissed the claimant because of her pregnancy.
- (2) It is hereby declared that the respondents contravened the Equality Act 2010 by dismissing the claimant because of pregnancy in the protected period.
- (3) The respondents shall pay to the claimant, as compensation for their contravention of the Equality Act 2010:
 - (i) £10,000 damages for injury to feelings;
 - (ii) £7,429.88 as damages for past loss of earnings;
 - (iii) £1,242.74 as interest on damages for injury to feelings;
 - (iv) £461.67 as interest on past financial loss
- (4) The first respondent failed to pay the claimant the sum of £742.50 due to her in respect of her right to paid leave under the Working Time Regulations 1998, and shall pay that sum to the claimant;
- (5) It is hereby declared that the first respondent, in breach of s 1 Employment Rights Act 1996, failed to give the claimant a written statement of employment particulars, and, having regard to s 38 Employment Act 2002, the first respondent shall pay to the claimant the higher amount of £549.88.

Employment Judge Brown
7 November 2019

JUDGMENT SENT TO THE PARTIES ON

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AND ENTERED IN THE REGISTER

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FOR THE TRIBUNAL OFFICE

Reasons for the Employment Tribunal's decision having been given orally on 7 November 2019, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by a party within 14 days of the sending of this written record of the decision.