



EMPLOYMENT TRIBUNALS

Claimant: Miss D Aston

Respondent: Greetings House Limited

Heard at: In person at Midlands West Employment Tribunal

On: 4 August 2023

Before: Employment Judge Platt

Representation

Claimant: in person

Respondent: in attendance Mr Turnbull (Managing Director) and Mrs Arnold (HR)

JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

The Respondent made an unlawful deduction from the Claimant's wages and is ordered to pay £218.50. The Claimant's complaint of pregnancy discrimination under section 18 of the Equality Act 2010 succeeds.

The Respondent is ordered to pay the Claimant the following sums:

1. Unlawful deductions from wages: **£218.50**
2. Compensation for losses caused by discriminatory dismissal: **£2,087.15** (19 weeks net wages at £186.50 per week and giving credit for increased Universal Credit at a rate of £76.65 per week)
3. Compensation for loss of maternity pay: **£3,119.43** (£972 (six weeks) plus £5136.66 (33 weeks) minus credit for Universal Credit at £76.65 per week)
4. Injury to feelings: **£10,000.00.**

Employment Judge Platt

4 August 2023