



EMPLOYMENT TRIBUNALS

Claimant: Miss JL Griffin

Respondent: Early Days (UK) Limited

Heard at: Liverpool **On:** 5 May 2017

Before: Employment Judge Franey
Mr AG Barker
Mrs A Ramsden

Representation

Claimant: Mr M Robinson (Solicitor)

Respondent: Mr M Russell (Director)

JUDGMENT

The unanimous judgment of the Tribunal is as follows:

1. The complaint of breach of contract in relation to notice pay succeeds and the respondent is ordered to pay the claimant damages equivalent to one week's net pay in the sum of **£240.00**.
2. The complaint of indirect sex discrimination contrary to section 19 Equality Act 2010 succeeds. The respondent is ordered to pay the claimant compensation of **£12,423.70** calculated as follows:

Past loss of earnings	4,377.60
Future loss of earnings (13 weeks)	1,499.60
Interest on the above	180.28
Injury to feelings	6,000.00
Interest on injury to feelings	<u>368.22</u>
Total	£12,423.70
3. By consent the respondent is ordered to reimburse the claimant the issue fee in the sum of **£250.00**.

4. The total amount payable by the respondent to the claimant is therefore as follows:

Notice pay (net)	£ 240.00
Sex discrimination	£12,423.70
Reimbursement of fees	<u>£ 250.00</u>
Total	£12,913.70

Employment Judge Franey

5 May 2017

JUDGMENT SENT TO THE PARTIES ON

12 May 2017

FOR THE TRIBUNAL OFFICE



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: 2405218/2016

Name of case: Miss JL Griffin v Early Days (Uk) Limited

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant decision day" is: 12 May 2017

"the calculation day" is: 13 May 2017

"the stipulated rate of interest" is: 8%

MR S ARTINGSTALL
For the Employment Tribunal Office