



EMPLOYMENT TRIBUNALS

Claimant: Ms A Szramkowska

Respondents: (1) Ms K Witkowska
(2) Groszekspres Limited

Heard at: Croydon **On:** 22-23 January 2018

Before: Employment Judge K Bryant
Mrs C Wickersham
Ms S Evans

Representation:

Claimant: Mrs M Inkin (lay representative)

Respondents: (1) In Person
(2) Ms K Witkowska (Director)

JUDGMENT

1. The Claimant has withdrawn her claims for holiday pay under the Working Time Regulations 1998 and for notice pay as a breach of contract.
2. The Claimant's claims for automatic unfair dismissal within the meaning of section 99 of the Employment Rights Act 1996 and for unlawful pregnancy discrimination within the meaning of section 18 of the Equality Act 2010 concerning her dismissal fail and are dismissed.
3. The Claimant's claim for pregnancy discrimination within the meaning of section 18 of the Equality Act 2010 concerning a reduction in her hours of work from 18 January to 11 March 2017 succeeds.
4. The Respondents are jointly and severally ordered to pay to the Claimant the following sums by way of compensation for unlawful pregnancy discrimination:
 - 4.1 £1,250 for injury to feelings;
 - 4.2 £100 by way of interest on the sum for injury to feelings;
 - 4.3 £240.53 for loss of earnings;
 - 4.4 £9.62 by way of interest on the sum for loss of earnings.

5. The Second Respondent is also ordered to pay to the Claimant the further sum of £398.50 (which represents two weeks' pay) under section 38 of the Employment Act 2002 in light of its failure to provide the Claimant with a written statement of terms and conditions of employment such as to comply with the requirements of section 1 of the Employment Rights Act 1996.

Employment Judge K Bryant QC

23 January 2018