



EMPLOYMENT TRIBUNALS

Claimant: Mrs. Helen Larkin

Respondent: Liz Earle Beauty Co Ltd

Heard at: Southampton

On: 6,7,8,9 January 2020

Before: Employment Judge Rayner

Representation

Claimant: In person

Respondent: Mr A Young (Counsel)

JUDGMENT

1. The claimant was unfairly dismissed.
2. The claimant was discriminated against on grounds of pregnancy and maternity contrary to section 18 Equality Act 2010.
3. But for the unfairness and/or the unlawful discrimination, there was a 50% chance that the claimant would have remained in the respondent's employment.
4. The respondent will pay the following compensation to the claimant
 - a. Compensation for past losses £2418.28
 - b. Compensation for future loss of earnings £4884.92
 - c. Injury to feeling award of £10,000.00
5. The total award payable to the claimant is therefore **£17,303.20**

Employment Judge Rayner

Date 9 January 2019

Judgment sent to the parties: 16 January 2020

FOR THE TRIBUNAL OFFICE

Notes

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.