



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Mrs C McCabe

AND

Respondent

The Gorge Parish Council

JUDGMENT MADE AT A HEARING

HELD AT Birmingham

ON 21 to 23 & 26 to 28 April 2021

EMPLOYMENT JUDGE Hughes

MEMBERS: Mr I Morrison
Mr J Reeves

Representation

For the Claimant: In person

For the Respondent: Miss N Owen, Counsel

JUDGMENT

The unanimous decision of the Employment Tribunal is that:

1 We declare that the claimant's claims of direct sex discrimination, harassment related to sex, and being subjected to detriments for taking parental leave contrary to section 47C Employment Rights Act 1996 (as amended) are well-founded.

2 The claimant's claim that the respondent unreasonably postponed, prevented, or attempted to prevent her from taking parental leave contrary to section 80 Employment Rights Act 1996 (as amended) is not well-founded and is hereby dismissed.

3 The respondent is ordered to pay the sum of £23,000.00 injury to feelings and £4,000.00 aggravated damages to the claimant. The total compensation awarded is £27,000.00.

4 We make no award for interest because of the relatively short time period before the claimant was reinstated, and because the present rate of 8% is so in excess of current rates of return on investments.

5 The respondent is ordered to pay the sum of £1,400.00 to the claimant in respect of preparation time.

6 It is hereby recorded that the parties have agreed that the above sum is to be paid on or before 28 May 2021.

7 This Employment Tribunal recommends that the respondent provides suitable Employer Training to Parish Councillors on or before 30 July 2021.

8 This Employment Tribunal recommends that the respondent reviews its employment policies and procedures on or before 30 September 2021.

9 It is hereby recorded that the respondent undertakes to provide an apology to the claimant on or before 28 May 2021.

**Signed by Employment Judge Hughes
Signed on 29 April 2021**

Note

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.