



EMPLOYMENT TRIBUNALS

Claimant: Mrs C Muddle

Respondents: (1) Amity Blinds Limited

(2) Mr Simon Anthony Roberts

(3) Mr Richard Bottger

Heard at: London South **On:** 26, 27, 28, 29 and 30 July 2021

Before: Employment Judge Khalil sitting with members:
Ms A Sansome
Mr M Cann

Appearances

For the claimant: Mr Betchley, Counsel

For the respondent: in person, assisted by Ms S Roberts

JUDGMENT

- The claim of constructive unfair dismissal under S.95/98 Employment Rights Act 1996 is well founded and succeeds.
- The claim of wrongful dismissal is well founded and succeeds.
- The claim for automatic unfair dismissal under S.99 Employment Rights Act 1996 / Regulation 20 Maternity and Parental Leave Regulations 1999 is not well founded and fails.
- The claim for detriment under S.47C Employment Rights Act 1996/Regulation 19 Maternity and Parental Leave Regulations 1999 is not well founded and fails.
- The claim for unfavourable treatment under S. 18 (4) Equality Act 2010 is not well founded and fails.
- In the light of the successful claims, because the claimant did not have an up to date statement of employment particulars at the date the claim was issued, an award is due under S.38 Employment act 2002 of 2 or 4 weeks' pay.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

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Employment Judge Khalil
30 July 2021