



EMPLOYMENT TRIBUNALS

Claimant: Ms L Hancock

Respondent: Hollinway Limited t/a WOWYAUCHOW Altrincham

Heard at: Manchester (remotely, by CVP) **On:** 18 and 19 August 2021

Before: Employment Judge Feeney
Mrs C Titherington
Mr J Flynn

REPRESENTATION:

Claimant: Mr Thackerar, Counsel

Respondent: Mr T Wood, Counsel

JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The claimant's claim of maternity discrimination contrary to section 18 of the Equality Act 2010:
 - (i) in relation to her dismissal succeeds;
 - (ii) in relation to removing the claimant from the rota, her claim fails and is dismissed.
2. The claimant's claim of automatically unfair dismissal under section 99 of the Employment Rights Act 1996 succeeds.
3. The claimant's claim of detriment under section 47C of the Employment Rights Act 1996 in relation to being removed from the rota, the claimant's claim fails and is dismissed.
4. The claimant's claim in relation to notice pay fails.

5. The claimant's claim that the respondent failed to provide her with a written statement of particulars succeeds.
6. This matter is listed for remedy on 21 December 2021.

Employment Judge Feeney

Date: 20 August 2021

JUDGMENT SENT TO THE PARTIES ON

29 September 2021

FOR THE TRIBUNAL OFFICE

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.

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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.