



EMPLOYMENT TRIBUNALS

Claimant: Ms B Thorpe
Respondent: Red Rock Partnership Limited

Record of a Full Hearing heard by CVP (Hybrid) at the Employment Tribunal

Heard at: Leicester On: 25, 26 and 27 October 2021

Before: Employment Judge Hutchinson

Members: Miss B Tidd
Miss L Lowe

Representation

Claimant: May Martin, Counsel
Respondent: Sophie Harkins, Legal Representative

Covid-19 statement:

This was a remote hearing. The parties did not object to the case being heard remotely. The form of remote hearing was V – video. It was not practicable to hold a face-to-face hearing because of the Covid-19 pandemic.

JUDGMENT

The unanimous Judgment of the Tribunal is: -

1. The claim of unlawful deduction of wages is withdrawn and dismissed.
2. The claim for holiday pay is withdrawn and dismissed.
3. The claim for breach of contract in respect of notice is withdrawn and dismissed.

4. The claim of unfair dismissal succeeds. The Respondent is ordered to pay to the Claimant: -

1. Basic Award	£961.54.
2. Compensatory Award	£500.00.
3. Total compensation for unfair dismissal	£1461.54.
4. The Recoupment Regulations do not apply.	

5. The claim of pregnancy and maternity discrimination succeeds. The Respondent is ordered to pay to the Claimant the following: -

1. Compensation for loss of earnings	£6244.22.
2. Interest on the above	£346.36.
3. Injury to feelings	£14,000.00
4. Interest on injury to feelings	£1552.41.
5. Total compensation for discrimination	£22,142.99

6. The Tribunal declares that the Respondent has failed to deal with the Claimant's flexible working request in a reasonable manner.

Employment Judge Hutchinson

Date: 18 November 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.

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.

CASE NO: 2602895/2020