



EMPLOYMENT TRIBUNALS

Claimant: Mrs M Dobson

Respondents: Michael Cook Law Firm (1) Mr Michael D Cook (2)

Heard at: Newcastle CFCTC **On:** 5-7 February 2024 &
22 April 2024

Before: Employment Judge Arullendran

Members: Mr D Morgan
Ms L Jackson

Representation:

Claimant: In person
Respondents: Mr Colin McDevitt (counsel)

JUDGMENT

The unanimous Judgment of the Employment Tribunal is as follows:

1. The following complaints of pregnancy related discrimination contrary to section 18 Equality Act 2010 are well-founded and succeed:
 - a. Withdrawal of the opportunity for a promotion on 1 February 2023
 - b. Termination of the claimant's employment on 1 March 2023
2. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensation payable to the claimant by 20% in accordance with section 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The respondents are jointly and severally liable and shall pay to the claimant the following sums:
 - a. Compensation for financial losses: **£10,560.75**
 - b. Interest on compensation for financial losses in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£550.08**

- c. 20% uplift: **£2,112.15**
 - d. Compensation for injury to feelings: **£12,000.00**
 - e. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£1,251.93**
4. Total award = **£26,474.91**

Employment Judge Arullendran

Date: 23 April 2024

Note: Reasons for the judgment having been given orally at the hearing and no request for written reasons having been made at the hearing, written reasons will not be provided unless 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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>