



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S L West

**Respondent:** Enhance Life Limited

**Heard at:** Bristol

**On:** 1 December 2017

**Before:** Employment Judge Mulvaney

## Representation

Claimant: In Person

Respondent: No response received, did not attend

# JUDGMENT

1. The Judge declared that the claimant had been subject to discrimination because of pregnancy and maternity by the respondent and the respondent is ordered to pay compensation to the claimant for injury to feelings in the sum of **£2,000.**
2. The judge declared that the claimant was entitled to a redundancy payment based on her age at the date of dismissal (40), number of completed years' service (3) and gross weekly pay (£323.90) in the sum of **£971.70** (1 x 3 x £323.90)
3. The respondent made an unlawful deduction from wages in respect of holiday pay and the respondent is ordered to pay **£996.30** (121 hours 48 minutes @ £8.20 per hour) to the claimant.
4. The claimant is entitled to damages for the respondent's failure to give statutory notice of termination and the respondent is ordered to pay the sum of **£775.89** (3 x £258.63 (net pay)) to the claimant.

5. The respondent failed to provide the claimant with a written statement of terms of employment and the respondent is ordered to pay the claimant **£1,295.60** (4 weeks @ £323.90).

\_\_\_\_\_  
Employment Judge

Date \_\_\_01 December 2017\_\_\_\_\_

JUDGMENT SENT TO THE PARTIES ON

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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.