



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Beasley

**Respondent:** Hozelock Ltd

**Heard at:** Birmingham

**On:** 2, 3, 4, 5 2022

**Before:** Employment Judge Meichen, Mr S Woodall, Mr K Palmer

## Appearances

For the claimant: in person

For the respondent: Ms H Ifeka, counsel

# JUDGMENT

1. The respondent unfairly dismissed the claimant.
2. The respondent subjected the claimant to pregnancy and maternity discrimination (but not in relation to furloughing her).
3. The respondent shall pay to the claimant compensation for injury to feelings of £22500. The respondent shall pay the claimant interest on the above in the sum of £2539.73 (calculated at 8% from 9 March 2021 to 5 August 2022). The total sum to be paid to the claimant by the respondent for injury to feelings inclusive of interest is £25039.73. The recoupment provisions do not apply to this award.
4. As to the claimant's financial losses the Tribunal has decided as follows:
  - 4.1 There was no percentage chance that the claimant could have been fairly dismissed.
  - 4.2 Had she not been dismissed the claimant would have remained on furlough until the end of the furlough scheme in September 2021.
  - 4.3 Had she not been dismissed the claimant would have remained working 5 days per week.
  - 4.4 The claimant should reach the same level of earnings to that which she enjoyed with the respondent within 3 years of 5 August 2022.

5. The parties are going to seek to agree the claimant's financial losses based on the above decisions, failing which a remedy hearing may be required. Directions about this will be issued separately.

**Employment Judge Meichen**

9 August 2022

Sent to the parties on:

Reasons for the judgement 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.