



EMPLOYMENT TRIBUNALS

Claimant: Miss M Merryweather

Respondent Teddy Associates Ltd

HELD AT: Middlesbrough

ON: 23 January 2023

BEFORE: Employment Judge Aspden
Mr R Greig
Mr S Wykes

REPRESENTATION:

Claimant: In person
Respondent No attendance

JUDGMENT

The unanimous judgment of the Tribunal is:

1. The Respondent discriminated against the claimant, in contravention of the Equality Act 2010, by pressuring her to resign and by dismissing her.
2. The Respondent is ordered to pay to the Claimant compensation of **£23,416.24** made up as follows:
 - 2.1. compensation for financial loss: **£7,552**;
 - 2.2. compensation for injury to feelings: **£12,000**;
 - 2.3. Interest of **£1,909.04**, awarded under regulation 2 of the Employment Tribunals (Interest on Awards etc) Regulations 1996, calculated as follows:
 - 2.3.1. Interest on injury to feelings award, calculated from 28 June 2021 to calculation date (23 January 2023) (total 574 days) at 8% per annum: £1,512.33.
 - 2.3.2. Interest on compensation for financial loss to date, calculated from the mid-point between 28 June 2021 and the calculation date (23 January 2023) (total 288 days) at 8% per annum : £476.71.
 - 2.4. An additional award of **£1,955.20** pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 in respect of its

unreasonable failure to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures in respect of its decision to dismiss the claimant.

Employment Judge Aspden

Date 23 January 2023

Note

Reasons for the decision 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.