

EMPLOYMENT TRIBUNAL - ET1 CLAIM FORM

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Assistenika Technologies Ltd - Company no. 17464361

East London Employment Tribunal
Case number: 3201847/2026

1. Claimant

Aisha Patel, date of birth 14 March 1988
18 Rye Lane, London SE15 4NF

2. Respondent

Northbridge Retail Ltd, company number 09441220
Registered office: 2 Cannon Street, London EC4N 6AB
Trading as Northbridge Home, Peckham High Street

3. Employment

Dates: 4 January 2019 to 12 June 2026
Role: Store manager
Gross pay: GBP 32,400 a year
Notice: 8 weeks contractual

4. Type of claim

Unfair dismissal
Automatically unfair dismissal (protected disclosure / health and safety)
Direct discrimination because of pregnancy and maternity (Equality Act 2010 ss.18, 39)

5. Details of claim

I was store manager of Northbridge Home, Peckham.

On 3 March 2026 I told the area manager, Daniel Crowe, that the stockroom fire exit was blocked by promotional cages and that two colleagues had slipped on a wet floor with no wet-floor sign. I put this in an email the same day, copied to HR (hr@northbridge.example).

On 18 March 2026 I told Mr Crowe I was pregnant. My expected week of childbirth is 12 October 2026. I asked for a risk assessment. None was done.

On 2 April 2026 I was invited to a disciplinary hearing for "loss of confidence in management" arising from a till shortage of GBP 86.40 on 28 March. I was not given the CCTV or the till roll in advance. The hearing was on 9 April 2026. Mr Crowe heard it. I was dismissed with notice on 12 June 2026. The appeal was heard by the same area manager's line manager, who upheld the decision in a one-page letter dated 3 July 2026.

I had a clean disciplinary record. The till discrepancy was explained by a trainee using my override code, which I had reported on 29 March.

6. Remedy

Reinstatement or, in the alternative, a basic award and a compensatory award including injury to feelings for the discrimination claim.

7. ACAS

Early conciliation certificate: R123456/26/99
8 July 2026 to 22 July 2026
Claim presented: 11 August 2026

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