



EMPLOYMENT TRIBUNALS

Claimants: (1) Mrs D Taylor
(2) Miss S Starrs

Respondent: Excell for Training Limited

Heard at: Nottingham Employment Tribunal **On:** 13 – 15 March 2017

Before: Employment Judge Dyal

Representation

Claimant: Mr Clay, solicitor

Respondent: Mr Smith, counsel

JUDGMENT

1. The Claimants were both unfairly dismissed.
2. A '*Polkey reduction*' of 100% is made.
3. It is just and equitable to reduce each Claimant's:
 - a. basic award to nil pursuant to s.122(2) Employment Rights Act 1996
 - b. compensatory award to nil pursuant to s.123(6) Employment Rights Act 1996

Employment Judge Dyal

Date _____ 15 March 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.