



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Deborah Goddard  
**Respondent:** Leicester City Council  
**Heard at:** Leicester  
**On:** 20 – 24 November 2017  
**Before:** Employment Judge Ahmed (sitting alone)

## Representation

**Claimant:** Mr Ivan Goddard (Claimant's spouse) and  
Ms Amanda Baker (Lay person)  
**Respondent:** Ms Dee Masters of Counsel

## JUDGMENT

The judgment of the Tribunal is that:-

1. The Claimant was unfairly dismissed.
2. The dismissal was procedurally unfair but if a fair procedure had been applied the Claimant would have been dismissed fairly in any event. A Polkey reduction of 100% is appropriate.
3. The Claimant contributed to her dismissal to the extent that it is just and equitable that no basic or compensatory award is made.
4. The application for reinstatement or re-engagement is refused.
5. The Claimant's complaint of breach of contract is dismissed.

Employment Judge Ahmed

Date: 30 November 2017

JUDGMENT SENT TO THE PARTIES ON

21/12/12.....

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.

