



EMPLOYMENT TRIBUNALS

Claimant: Miss S Pickering

Respondent: Kidz Village Limited

HELD AT: Middlesbrough

ON: 15 - 16 July 2019

BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: In person

Respondent: Mr J Gilbert, consultant

JUDGMENT

1. The complaint that the respondent unfairly dismissed the claimant succeeds.
2. The Tribunal has made the following decisions as regards remedy:
 - a. The claimant is entitled to a basic award under section 119 of the Employment Rights Act 1996, the amount of which will be reduced in accordance with section 122(2) by 60%.
 - b. There is an 80% chance that, if the claimant had not been unfairly dismissed, she would have been dismissed fairly by the respondent. This decision will be reflected in the calculation of any compensatory award under section 123 of the Employment Rights Act 1996.
 - c. After taking into account the decision at b above, the amount of any compensatory award:
 - i. will be increased by 15% pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992

- ii. will then be reduced by 60% pursuant to section 123(6) of the Employment Rights Act 1996.

Employment Judge Aspden

Date 19 July 2019

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.