



EMPLOYMENT TRIBUNALS

Claimant

Respondent

v

Mrs Gabriela Hayward

The Bosham Clinic Limited

Judgment

Heard at: Southampton

On: 21, 22 and 23 October 2020

Before: Employment Judge Rayner

Appearances

For the Claimant: Mr P Doughty, Counsel

For the Respondent: Mr. M Blitz, Counsel

1. The claimants claim of age discrimination is dismissed.
2. The claimant was constructively and unfairly dismissed by the respondent.
3. The claimant was wrongfully dismissed by the claimant.
4. There was a 60% chance of the claimant remaining employed by the respondent, if a fair disciplinary process had been followed by the respondent.
5. The claimant did not contribute to her own dismissal.

Remedy

By consent it is ordered that the respondent pay the claimant the sum of ££9,500.00 in compensation of which £880.00 is compensation for wrongful dismissal.

Employment Judge Rayner

Southampton

Dated 23 October 2020

Notes

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.

Note: online publication of judgments and reasons

The ET is required to maintain a register of all judgments and written reasons. The register must be accessible to the public. It has recently been moved online. All judgments and reasons since February 2017 are now available at: <https://www.gov.uk/employment-tribunal-decisions>.

The ET has no power to refuse to place a judgment or reasons on the online register, or to remove a judgment or reasons from the register once they have been placed there. If you consider that these documents should be anonymised in any way prior to publication, you will need to apply to the ET for an order to that effect under Rule 50 of the ET's Rules of Procedure. Such an application would need to be copied to all other parties for comment and it would be carefully scrutinised by a judge (where appropriate, with panel members) before deciding whether (and to what extent) anonymity should be granted to a party or a witness.