



# EMPLOYMENT TRIBUNALS

**Claimant:**

Miss L Jones

v

**Respondent:**

Content Guru Limited

**Heard at:**

Reading (by CVP)

On: 22, 23, 24 and 25  
March 2021

**Before:**

Employment Judge Hawksworth  
Mrs C Anderson  
Mrs C Tufts

**Appearances:**

**For the Claimant:** In person

**For the Respondent:** Miss H Platt (counsel)

## JUDGMENT

1. The claimant was unfairly dismissed and her claim of unfair dismissal succeeds. The claimant contributed to her dismissal; it would be just and equitable to reduce by 60% the compensation awarded.
2. The claimant is awarded £3,195.20 for unfair dismissal, made up of:
  - 2.1. a basic award after the reduction of £1,890.
  - 2.2. a compensatory award after the reduction of £1,305.20.
3. The claimant's complaint of unauthorised deduction in respect of pay for two keeping in touch days in June 2019 succeeds. The complaint was presented out of time but it was not reasonably practicable to present it in time, and it was presented within such further period as the tribunal considers reasonable.
4. The claimant is awarded £341.26 (two days' pay) in respect of the unauthorised deductions. This is the gross figure, payment after deductions for tax and NI will satisfy this debt.
5. The claimant's other complaints of unauthorised deduction from wages and her complaints of sex and maternity discrimination fail and are dismissed.

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**Employment Judge Hawksworth**

Date: 26 March 2021

16 April 2021

Sent to the parties on: .....

.....  
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.

**Public access to employment tribunal decisions:**

All judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.