



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Hassett

**Respondent:** Child A (Ebun Eno Amooquaye) Trustee

**Heard at:** London South via CVP **On: 19 and 20 April 2021**

**Before:** Employment Judge Khalil sitting with members  
Mr Rogers  
Mr Anderson

## Appearances

For the claimant: in person, assisted by Mr Coward

For the respondent: Mr Hine, Solicitor

## JUDGMENT

- (1) The claimant is awarded an additional £321.45 in respect of underpaid Statutory Redundancy pay for the period 2 September 2012 to 5 September 2018 pursuant to S.162/163 Employment Rights Act 1996.
- (2) The claimant was not an employee of the respondent pursuant to S.230 Employment Rights Act 1996 between 7 January 2008 until 2 September 2012.
- (3) The claim for unfair dismissal contrary to S.94/98 Employment Rights Act 1996 succeeds because of the inadequacy of the consultation process. However, the Tribunal assessed the **Polkey** chance of a dismissal, had consultation been carried out properly, as 100%.
- (4) The claim for age discrimination is not well founded and is dismissed.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

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**Employment Judge Khalil**

**20 April 2021**