



EMPLOYMENT TRIBUNALS

Claimant

Mrs H Hayden

v

Respondent

Mr M Turpin and Mrs J Turpin t/a Cresta
Osbornes

Judgment

Heard at: Southampton

On: 14 and 15 June 2021

Before: Employment Judge Rayner
Mr NA Knight
Mr KJ Sleeth

Appearances

For the Claimant: Mr Hayden, Claimants Son

For the Respondents: In person

1. The hearing was conducted by the respondents attending in person and the claimant and her son attending by video conference (CVP). It was held in public in accordance with the Employment Tribunal Rules.
2. The claimant was dismissed by reason of redundancy and is entitled to receive a statutory redundancy payment of **£4433.40**.
3. The claimant was unfairly dismissed. No compensation for unfair dismissal is awarded.
4. The claimant's claim of direct age discrimination contrary to section 13 Equality Act 2010 is dismissed.
5. The claimant's claim of unlawful harassment related to age contrary to section 26 Equality Act 2010 is dismissed.
6. The claimant was wrongfully dismissed, in respect of notice, and is entitled to be paid 8 weeks' notice pay of **£1182.24**, calculated as 8 x £147.78 gross.
7. The respondents will now pay the claimant the total sum of **£5615.64**.

Employment Judge Rayner

Date: 15 June 2021

Judgment sent to the Parties: 28 June 2021

FOR THE TRIBUNAL OFFICE

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.