



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss F Burke

**Respondent:** Eppleton Cricket Club

**HELD AT:** North East region, by video

**ON:** 1 and 2 June 2021

**BEFORE:** Employment Judge Aspden  
Ms R Bell  
Mrs C Hunter

## REPRESENTATION:

**Claimant:** In person

**Respondents:** Mr Ford

## JUDGMENT

The judgment of the Tribunal is:

1. The claimant's complaint that the respondent failed to pay to her holiday pay due under regulation 14 of the Working Time Regulations 1998 is well founded.
2. The claimant's complaint that the respondent breached her contract of employment by dismissing her without notice is well founded.
3. The claimant's complaint that the respondent breached her contract of employment by failing to provide her with work during September 2020 is well founded.
4. The respondent must pay to the claimant the following amounts:

- a. £488.32, which is the amount remaining due to the claimant under regulation 14 of the Working Time Regulations 1998.
  - b. £83.71, comprising damages for breach of contract of £69.76 plus £13.95 as a 20% increase in the award under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992;
  - c. £160.45, comprising damages for breach of contract of £139.52 plus £20.93 as a 15% increase in the award under section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992; and
  - d. £139.52 as an award under section 38 of the Employment Act 2002.
5. The claimant's complaints of unfair dismissal, age discrimination and sex-related or sexual harassment are not well founded and are dismissed.

Employment Judge Aspden

Date 2 June 2021

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.