



THE EMPLOYMENT TRIBUNALS

BETWEEN

Claimant: Miss CA Graham
Respondent: High Howdon Social Club and Institute
Heard at: Newcastle Hearing Centre (by CVP)
On: 22 and 23 July 2021
Before: Employment Judge Morris (sitting alone)

Representation:

Claimant: In person
Respondent: Ms M Ewart, HR consultant

JUDGMENT

The Judgment of the Employment Tribunal is as follows:

- 1) The claimant's complaint under Section 111 of the Employment Rights Act 1996 that she was dismissed by the respondent (in that she terminated the contract under which she was employed in circumstances in which she was entitled to terminate it without notice by reason of the respondent's conduct, as provided for in section 95(1)(c) of that Act) and that her dismissal was unfair contrary to Section 94 of that Act, by reference to Section 98 of that Act, is well-founded.
- 2) In respect of that unfair dismissal the Tribunal makes an award of compensation that the respondent is ordered to pay to the claimant of £4,870.78, which comprises the following elements:
 - a. a basic award of £1,653;
 - b. a compensatory award of £3,217.78.
- 3) The Recoupment Regulations do not apply to the above award of compensation.

- 4) The claimant's complaint under Regulation 30 of the Working Time Regulations 1998 that the respondent failed to pay her the full amount of the holiday pay that was due to her was withdrawn by the claimant and is dismissed.

EMPLOYMENT JUDGE MORRIS

**JUDGMENT SIGNED BY EMPLOYMENT
JUDGE ON 26 July 2021**

Note

Reasons for the above Judgment having been given orally at the hearing, and no request having been made at the hearing, written reasons will not be provided unless a written request is presented within 14 days of the sending of this written record of the Judgment.

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