



EMPLOYMENT TRIBUNALS

Claimant: Ms C Hawks

Respondent: Bendles LLP

Heard at: Manchester (by CVP)

On: 9 September & 29
October 2021

Before: Employment Judge Sharkett

REPRESENTATION:

Claimant: Mr Ryan of Counsel

Respondent: Mr Boyd of Counsel

JUDGMENT

The judgment of the Tribunal is that:

1. The Claimant was unfairly dismissed
2. The Claimant contributed to her own dismissal to the extent of 10%
3. The Compensatory award is limited to six months post termination
4. The Respondent failed to follow a relevant ACAS Code and an adjustment of 15% is made to the financial award to be made by reason of this failure.
5. Remedy yet to be determined.

Employment Judge Sharkett

Date: 29 October 2021

JUDGMENT SENT TO THE PARTIES ON

8 November 2021

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

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