



EMPLOYMENT TRIBUNALS

Claimant: Miss K Youngs

First Respondent: Mr & Mrs N Winzor-Saile

Second Respondent: Chair Rentals (Norwich) Limited

Third Respondent: Boston House Hair & Beauty Limited

Heard at: Bury St Edmunds Employment Tribunal (hybrid via CVP)

On: 1 November 2021

Before: Employment Judge K Welch (sitting alone)

Representation

Claimant: In person supported by her father, Mr R Youngs

First, Second and Third Respondents: Mrs N Winzor-Saile, director.

JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded and succeeds against the Third Respondent only.
2. The claims against the First and Second Respondents are therefore dismissed.
3. The claimant contributed to her dismissal through her conduct, and accordingly the compensatory award only shall be reduced by 50% to reflect the claimant's contributory conduct.
4. The compensatory award shall be uplifted by 15% due to an unreasonable failure to follow the ACAS code of practice.

5. The Third Respondent is ordered to pay to the Claimant the total sum of **£2,303.38** made up of:
 - a. a basic award of £260.77; and
 - b. a compensatory award of £1,942.61 (following adjustments for contributory conduct and ACAS uplift as set out above).
6. The recoupment regulations do not apply.

Employment Judge Welch

Date 1 November 2021

JUDGMENT SENT TO THE PARTIES ON

12 November 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.

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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.