



EMPLOYMENT TRIBUNALS

Claimant: Hermione Chadwick

Respondent: St Thomas Complex Limited

Heard at: Newcastle Employment Tribunal, via CVP

On: 29 and 30 November and 1 and 2 December 2021

Before: Employment Judge Jeram, sitting with Mr Euers and Ms Tarn

Representation:

Claimant: Ms H Hogben, of Counsel

Respondent: Ms Minshall, Registered Manager

JUDGMENT

1. The following claims are not well founded and are dismissed:
 - a. Unfair dismissal;
 - b. Automatic unfair dismissal.

2. The following claims are well founded and succeed:
 - a. Breach of contract;
 - b. Unauthorised deduction from wages;
 - c. Holiday pay;
 - d. Discrimination because of something arising in consequence of disability;
 - e. A failure to make reasonable adjustments.

3. The respondent shall pay the claimant the following sums by way of remedy:
 - a. Breach of contract: £254.46 net
 - b. Wages: £145.00 net
 - c. Holiday pay: £851.93 net
 - d. Injury to Feelings: £5,500 plus interest of £581.04
 - e. Loss of Earnings: £1221.41 plus interest of £64.52

Total: £8618.36

Case Number: 2502350/2020

Employment Judge Jeram

Date: 3 December 2021

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.

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.