



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss M Reynolds

**Respondent:** Miss K Bradbury

**Heard at:** Manchester

**On:** 3 February 2022

**Before:** Employment Judge Phil Allen (sitting alone)

## REPRESENTATION:

**Claimant:** In person

**Respondent:** In person

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed by the respondent.
2. The claimant was not unfairly dismissed because she made one or more protected disclosures. The claim under section 103A of the Employment Rights Act 1996 does not succeed and is dismissed.
3. Applying the principles from the case of *Polkey* there was a 50% chance that the claimant would have been dismissed in any event had a fair procedure been followed.
4. The respondent must pay the claimant **£616.24** as compensation for unfair dismissal.
5. The compensation awarded consists of a basic award of £366.24 and a compensatory award (after the *Polkey* deduction has been taken into account) of £250.

Employment Judge Phil Allen  
3 February 2022

JUDGMENT SENT TO THE PARTIES ON

7 February 2022

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.

**Public access to employment tribunal decisions**

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



**NOTICE**

**THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990**

Tribunal case number: **2416022/2020**

Name of case: **Miss M Reynolds** v **Miss Kimberley Bradbury**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding sums representing costs or expenses), shall carry interest where the full amount is not paid within 14 days after the day that the document containing the tribunal's written judgment is recorded as having been sent to parties. That day is known as "*the relevant decision day*". The date from which interest starts to accrue is called "*the calculation day*" and is the day immediately following the relevant decision day.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: 7 February 2022

"the calculation day" is: 8 February 2022

"the stipulated rate of interest" is: 8%

For the Employment Tribunal Office