



EMPLOYMENT TRIBUNALS

Claimant

Mrs Janet Soanes

v

Respondent

JE Beale PLC
(in administration)

Heard at: Norwich (by CVP)

On: 24 May 2021

Before: Employment Judge Postle

Appearances

For the Claimant: Miss Bayliss, Counsel

For the Respondent: Did not attend and was not represented

JUDGMENT

1. The Claimant was unfairly dismissed in that there was a failure to consider a pool for redundancy by pooling the Claimant and employees at JE Beale PLC in Lowestoft, with the Palmers store in Lowestoft, which had been taken over by the Respondent where no employees were affected by reason of redundancy.
2. The Tribunal makes a Polkey reduction of 50% in that there was a fifty per cent chance that the Claimant would have been made redundant in any event if she had been pooled with the Palmers store in Lowestoft.
3. The Respondents are Ordered to pay a compensatory award in the sum of **£1759.60** which takes account of the Polkey reduction.

Employment Judge Postle

Date: 24 February 2022

Sent to the parties on:

1 March 2022

L TAYLOR-HIBBERD

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.