



# EMPLOYMENT TRIBUNALS

**Claimant**

Mrs J Chadderton

v

**Respondent**

Everyday Loans Limited

**Heard at:** Bury St Edmunds (by CVP)

**On:** 01 March 2022

**Before:** Employment Judge Laidler

**Appearances**

**For the Claimant:** In person.

**For the Respondent:** Response struck out.

## JUDGMENT

### Constructive Unfair Dismissal

1. The claimant resigned in circumstances in which she was entitled to terminate the contract without notice by reason of the employer's conduct within the meaning of s.95(1)(c) Employment Rights Act 1996.
2. The dismissal was unfair in all of the circumstances of the case.
3. The respondent is ordered to pay to the claimant the following sums as compensation for that unfair dismissal:

Basic Award

Gross pay £441.46 per week x 5 years x 1.5	£3,310.96
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Compensatory Award

The claimant obtained comparable employment on 1 March 2020 and losses are awarded to that date giving credit for losses earned in temporary employment during that period.

7 months loss at £1,547 per month net	£10,829.00
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Less earnings	£2,500.00
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Net loss of earnings	£8,329.00
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Loss of employer pension contributions at 8% of salary.	£918.39
Loss of private healthcare with the respondent – the value of this benefit assessed at the amount it would have cost the claimant to take out this cover.	£5,373.96
Total award for unfair dismissal	<u>£17,932.31</u>

**Disability discrimination**

4. The claimant satisfied the definition of disability within the meaning of s.6 Equality Act 2010 by virtue of Microvascular Angina/Coronary Spasm.
5. The claimant was treated less favourably because of her protected characteristic, was discriminated against because of something arising in consequence of her disability and the respondent failed to comply with its duty to make reasonable adjustments.
6. The claimant is awarded injury to feelings assessed at £6,000.

**Total Award**

7. The Total Award the respondent is ordered to pay to the claimant is £23,932.31.

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Employment Judge Laidler

Date: 2 March 2022

Sent to the parties on: .....

.....  
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.