



# EMPLOYMENT TRIBUNALS

Claimant: J Christophe

Respondent: University College of Osteopathy

Heard at: London South, by video

On: 22<sup>nd</sup> November 2022

Before: Employment Judge Reed

Representation

Claimant: In Person

Respondent: Ms Wild, Peninsula

## JUDGMENT

1. The Claimant's claim for unfair dismissal is well founded. The Claimant was unfairly dismissed.
2. The Respondent must pay to the Claimant, by way of a basic award for unfair dismissal, £3,101.54. This figure includes a reduction of 20% arising from conduct by the Claimant before the dismissal.
3. The following adjustments are made to the compensatory award:
  - a. The Claimant's financial compensation is reduced by 20% to reflect the chance that she would have been dismissed in any event had the Respondent acted lawfully.
  - b. The Respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures. It is just and equitable to uplift the award by 20%.
  - c. It is just and equitable to reduce the award by 20% to reflect the Claimant's conduct that contributed to the dismissal.
4. The Respondent must pay to the Claimant, by way of a compensatory award for unfair dismissal, £3,829.36.

5. The Claimant's claim for breach of contract (wrongful dismissal / notice pay) is well founded. No further financial award is made, since compensation for the notice period is included within the unfair dismissal award above.

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Employment Judge Reed

Date\_22<sup>nd</sup> November 2022

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

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