



EMPLOYMENT TRIBUNALS

Claimant: Mrs Kelly Dugdale

Respondent: Cornerstone Estate Agents (Yorkshire) Limited

Heard at: Leeds

On: 15 and 16 December
2022

Before: Employment Judge D N Jones

REPRESENTATION:

Claimant: Mr E Stenson, Counsel

Respondent: Mr J Dugdale, Director

JUDGMENT

1. The claimant was wrongfully dismissed by the respondent.
2. The respondent shall pay to the claimant damages in respect of notice pay in the sum of **£11,538.40**, being 12 weeks' pay at £961.54 per week.
3. The claimant was unfairly dismissed by the respondent on 23 March 2022.
4. The respondent shall pay to the claimant compensation in respect of the unfair dismissal in the sum of **£12,391.56**, comprising a basic award of £9,707 and a compensatory award of £2,682.56. The compensatory award is 3 weeks' net pay of £715.35 and a 25% uplift for an unreasonable failure to comply with the ACAS Code of Practice on Discipline and Grievance Procedures. No award is made for loss of statutory rights as the claimant would have been fairly dismissed after a further 3 weeks had a fair procedure been adopted.
5. The recoupment provisions do not apply.

Employment Judge D N Jones

Date: 16 December 2022