



EMPLOYMENT TRIBUNALS

Claimants: (1) Ms T Taylor
(2) Ms L Symons

Respondent: Highertown Pre-School t/a Munchkins

Heard at: Bristol (by video - VHS) **On:** 14 April 2022

Before: Employment Judge Livesey

Representation

Claimants: Both in person
Respondent: Did not attend

JUDGMENT

First Claimant (Ms Taylor)

1. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,155.00.
2. The Respondent has made an unauthorised deductions from the Claimant's wages and is ordered to pay her the gross sum of £765.23.
3. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to her in the net sum of £716.10.
4. The Claimant was unfairly dismissed and is entitled to an award of £500.00. The recoupment provisions do not apply.
5. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay her the sum of £1,001.00.

Second Claimant (Ms Symons)

6. The Claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £1,688.75.
7. The Respondent has made an unauthorised deductions from the Claimant's wages and is ordered to pay her the gross sum of £628.71.

8. The Claimant was dismissed in breach of contract in respect of notice and the Respondent is ordered to pay damages to her in the net sum of £1,587.43.
9. The Claimant was unfairly dismissed and is entitled to an award of £500.00. The recoupment provisions do not apply.
10. The Respondent has failed to pay the Claimant's holiday entitlement and is ordered to pay her the sum of £455.96.

Employment Judge Livesey
Date 14 April 2023

Judgment sent to the Parties on 24 April 2023

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.