



EMPLOYMENT TRIBUNALS

Claimant: Ms B Morgan

Respondent: Progress Adult Living Services Limited

Heard at: Birmingham by CVP **On:** 18,19 & 22 May 2023

Before: Employment Judge Connolly (sitting alone)

Appearances

For the claimant: Mr Morgan (Claimant's Father)

For the respondent: Mr B Williams (Counsel)

JUDGMENT

The Judgment of the Tribunal is that:

1. The claimant was unfairly dismissed by the respondent. Her claim of unfair dismissal succeeds.
2. The respondent breached the claimant's contract of employment by dismissing her without notice.
3. Any compensatory award made to the claimant in respect of unfair dismissal will be reduced by 85% pursuant to s.123(1) Employment Rights Act 1996 to reflect the likelihood that the claimant would have resigned in any event because of perceived breaches of trust and confidence by the respondent and irrespective of the breach of trust and confidence found proved.

Employment Judge Connolly

Signed on 22 May 2023