



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Emily Davis

**Respondent:** C & K Perrin Ltd

**Heard at:** Leicester Tribunal  
**On:** 22 May 2023

**Before:** Employment Judge N Wilson

**Representation:**

For the claimant: Emily Davies  
For the respondent: Mr C Perrin & Mrs K Perrin

## JUDGMENT

1. The claimant was unfairly dismissed by the respondent.
2. A 100% reduction in the compensatory award for unfair dismissal will be made under the principles in **Polkey v A E Dayton Services Limited 1988 ICR 142**.
3. The claimant contributed to her dismissal to the extent of 100%, to be applied to the basic and compensatory award for unfair dismissal.

**This decision was explained to the parties orally at the hearing.**

### Useful information

1. All judgments and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.
2. There is information about Employment Tribunal procedures, including case management and preparation, compensation for injury to feelings, and pension loss, here:

<https://www.judiciary.uk/publications/employment-rules-and-legislation-practice-directions/>

3. The Employment Tribunals Rules of Procedure are here:  
<https://www.gov.uk/government/publications/employment-tribunal-procedure-rules>
4. You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here:  
<https://www.gov.uk/appeal-employment-appeal-tribunal>

Employment Judge N Wilson  
Date: 28 May 2023