



EMPLOYMENT TRIBUNALS

Claimant

Miss L Cowley

Respondent

BLTs Cafe Ltd

Heard at: Leeds Employment Tribunal by CVP **On:** 11 October 2023

Before: Employment Judge Davies

Appearances

For the Claimant:

In person

For the Respondent:

In person

JUDGMENT

1. The complaint of unfair dismissal is well-founded and succeeds.
2. There is a 75% chance the Claimant would have been fairly dismissed if a fair procedure had been followed. It would have taken a further two weeks to follow a fair procedure.
3. The Claimant contributed to her dismissal by culpable and blameworthy conduct.
4. Her basic and compensatory awards are reduced by 50% as a result.
5. The Respondent did not unreasonably fail to comply with the ACAS Code of Practice.

Employment Judge Davies
11 October 2023

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. If written reasons are provided they will be placed online.