



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs V Kennedy

**Respondent:** Michael Cottington and Irene Cunliffe sued as Committee Members of the Golborne Bowling Club

**HELD AT:** Liverpool

**ON:** 20, 21, 22 & 23  
November 2023

**BEFORE:** Employment Judge Shotter

**MEMBERS:** Mr G Penne  
Ms C Doyle

## REPRESENTATION:

**Claimant:** Mr Rochford, consultant  
**Respondents:** Mr S Hoyle, consultant

## JUDGMENT

The unanimous judgment of the Tribunal is that:

1. By admission, the claimant was unfairly dismissed and her claim for unfair dismissal is well founded. The respondent is ordered to pay to the claimant compensation for unfair dismissal (consisting of an agreed basic award £1080.66, compensatory award totalling £7252.30. consisting of loss earnings £5351.84, loss of statutory rights £450 totalling £5801.84 and ACAS uplift at 25% of £1450.46).
2. The claimant's claim for a redundancy payment is subsumed by the basic award.
3. The claimant's claim for unlawful age discrimination brought under section 13 of the Equality Act 2010 is dismissed on withdrawal by the claimant.

4. The claimant was dismissed without notice and her claim for wrongful dismissal is well-founded. By consent, the respondent is ordered to pay to the claimant damages for wrongful dismissal (notice pay) in the sum of £720.44.
5. The claimant's claim for unpaid accrued holidays brought under the Working Time Regulations is well-founded. By an agreement reached between the parties the respondent is ordered to pay to the claimant the sum of £809.26 net.
6. The respondent failed to provide a statement of terms and conditions of employment in accordance with section 1 of the ERA and the respondent is ordered to pay to the claimant the sum of £411.68 (£102.92 x 4).
7. The recoupment regulations do not apply.

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Employment Judge Shotter  
23.11.23

JUDGMENT SENT TO THE PARTIES ON  
24 November 2023

FOR THE SECRETARY OF THE TRIBUNALS



## NOTICE

### THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: 2401147/2023

Name of case: Mrs V Kennedy v Michael Cottington and  
Irene Cunliffe sued as  
Committee Members of  
the Golborne Bowling  
Club

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

**the relevant decision day** in this case is: 24 November 2023

**the calculation day** in this case is: 25 November 2023

**the stipulated rate of interest** is: 8% per annum.

Mr S Artingstall  
For the Employment Tribunal Office

## GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:  
[www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426](http://www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426)

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.