



EMPLOYMENT TRIBUNALS

Claimant: Mrs V Kennedy

Respondent: Michael Cottington and Irene Cundliffe 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

AMENDED 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.

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 Cundliffe 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**.

For the Employment Tribunal Office