



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms Caroline Mercer

**Respondent:** Pushing Change (In Voluntary Liquidation)

**Heard at:** Bristol (by video)

**On:** 23 February 2024

**Before:** Employment Judge Midgley

## Appearances

For the Claimant: In person

For the Respondent: No attendance or representation

# JUDGMENT

1. The claimant was wrongfully dismissed and the respondent is Ordered to pay the claimant statutory notice pay of **£126.00**

2. The respondent failed to pay the claimant accrued but untaken annual leave and is Ordered to pay the claimant **£714.00<sup>1</sup>**

(17 days of annual leave at £42 a day (546 (monthly wage) x 12 /52 /3 (3 days a week)) = £714)

3. The respondent failed to make reasonable adjustments contrary to s.20 EqA 2010 in dismissing the claimant and the dismissal was therefore discriminatory. The respondent is Ordered to pay the claimant the following sums as compensation;

a. Injury to feelings **£13,000.00**

b. Interest 8% from 16 June to 23 February 2023  
(248 days @ £2.85 a day) **£703.95**

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<sup>1</sup> Corrected from figure discussed at the hearing; calculation shown in Judgment above

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Employment Judge Midgley  
Date 23 February 2024

JUDGMENT SENT TO THE PARTIES ON  
06 March 2024 By Mr J McCormick

FOR THE TRIBUNAL OFFICE

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.