



EMPLOYMENT TRIBUNALS

Claimant: Caroline Hewlett

First Respondent: The Management Committee of Ormesby Club & Institute

Second Respondent: Garry Scott

Third Respondent: Danny MacClusky

Fourth Respondent: Lenny Hartley

Fifth Respondent: Tony Coverdale

Sixth Respondent: Mathew Stainthorpe

Seventh Respondent: Stewart Scott

Heard at: Newcastle (via CVP)

On: Monday 10 June 2024

Before: Employment Judge Legard (Sitting Alone)

Representation

Claimant: In person

Respondent: Ms Mayhew - Hills, Litigation consultant

JUDGMENT ON LIABILITY & REMEDY

1. The claims against the second to seventh respondents inclusive are dismissed upon withdrawal.
2. The claim for unfair dismissal is well founded and succeeds.
3. The claim for wrongful dismissal is well founded and succeeds.
4. The claim for holiday pay is well founded and succeeds.
5. The claimant is awarded the sum of £32,030 made up as follows:

Basic award	£15,552
Loss of statutory rights	£350
Holiday pay	£2,880

Failure to provide written reasons for dismissal (s.92/93)	£1,152
Wrongful dismissal	£6,912
Compensatory award	£5,184
Total :	£32,030

6. The Recoupment Regulations apply to the monetary award made in respect of unfair dismissal:
- (a) The monetary award is £22,238
 - (b) The prescribed element is £5,184
 - (c) The dates to which the prescribed element is attributable are 27th March 2024 to 27th June 2024
 - (d) The amount by which the monetary award exceeds the prescribed element is £17,054

Employment Judge Legard

Date 10th June 2024