



## EMPLOYMENT TRIBUNALS

Claimant

Respondent

**Katherine Penaluna**

v

**All About Venues Limited**

**Heard at: Birmingham On: 29,30,31 July & 1&2 August 2024**

**Before: Employment Judge Wedderspoon**

**Members : Mr. R.S. Virdee  
Mr. J. Reeves**

**Representation:**

**Claimant: In Person**

**Respondents: Mr. E. Walker, Consultant**

## JUDGMENT

1. The respondent dismissed the claimant on 8 March 2023.
2. The claim for unfair dismissal is well founded and succeeds.
3. The adoption of a different procedure would have resulted in a fair dismissal of the claimant by reason of misconduct within 4 weeks of 8 March 2023.
4. The ACAS uplift to applied to the compensatory award is 20%
5. The claimant was guilty of blameworthy conduct and the Tribunal assesses this at 50%
6. The Tribunal determined that it should reduce the basic award by 50% by reason of the claimant's conduct.
7. The claimant is awarded a basic award of £3,692.32 (including deductions).
8. The claimant is awarded a compensatory award of £924.15 (four weeks net wage and pension loss and including ACAS uplift and deduction for contributory fault)
9. The total monetary award payable to the claimant for unfair dismissal is £4,616.47.
10. The prescribed element is £924.15

11. The period of the prescribed element is from 9 March 2023 to 2 August 2024.
12. The difference between the total award and prescribed element is £3,692.32.
13. The claims of discrimination because of pregnancy and/or maternity are not well founded and are dismissed.
14. The claims of direct sex discrimination are not well founded and are dismissed.
15. The claim of indirect sex discrimination is dismissed upon withdrawal.
16. The claims of harassment related to sex are not well founded and are dismissed.

Employment Judge Wedderspoon  
2 August 2024

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.

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