



EMPLOYMENT TRIBUNALS

Claimant: Ms L Cawley

Respondent: Creative Management Services Limited

HELD AT: Newcastle

ON: 10 March 2025

BEFORE: Employment Judge Moss

REPRESENTATION:

Claimant: Mr Scott Stevenson

Respondent: Mr Steve Jackson (HR Manager)

JUDGMENT

1. The claimant's claim for unfair dismissal is upheld and the respondent is ordered to pay the claimant compensation as set out below:

Basic award – **gross sum of £702** (4 x 1.5 x £117)

Compensatory award – **net sum of £4680** calculated as follows –

Immediate loss £3158 (38 x £94 less earnings of £414)

Future losses £1222 (13 weeks net pay)

Loss of statutory rights £300

2. The claimant's claim for direct age discrimination is dismissed upon withdrawal.

Employment Judge Moss

Date 10 March 2025

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.