



EMPLOYMENT TRIBUNALS

Claimant: Ms T Chummun
Respondent: Escendant Ltd
Heard at: Reading Employment Tribunal (CVP)
On: 07 April 2025
Before: Employment Judge Harrison

Representation

Claimant: Mr T Parsons-Munn, of Counsel
Respondent: Miss J Fisher, Solicitor

JUDGMENT

1. The respondent was in breach of contract by dismissing the claimant without giving notice.
2. The respondent is ordered to pay to the claimant the sum of £12,500 being damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
3. The respondent did not unreasonably fail to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015.

Approved by Employment Judge Harrison

7 April 2025

JUDGMENT SENT TO THE PARTIES ON

16 April 2025

FOR THE TRIBUNAL OFFICE

Notes

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>