



EMPLOYMENT TRIBUNALS

Claimant: Mrs. M Evans
Respondent: ABC Studio Childcare Limited
Heard at: London South, by video
On: 12 and 13 March 2025
Before: Employment Judge Cawthray

Representation

Claimant: Mr. Devlin, Counsel
Respondent: Ms. Hoffmann, director, not legally qualified

JUDGMENT

1. The Claimant's claim for unfair dismissal is well-founded and the Respondent is ordered to pay a basic award of £2,980.76 and a compensatory award of £8,332.55 (including ACAS uplift of 25%);
2. The Respondent must pay the Claimant the sum of £500.00 in relation to loss of statutory rights;
3. The Claimant's claim for wrongful dismissal is well-founded and the Respondent is ordered to pay £1,633.92.

Approved by:

Employment Judge Cawthray

13 March 2025

Sent to Parties.
15 May 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/