



EMPLOYMENT TRIBUNALS

Claimant: Miss L Latham

Respondent: The Grove Independent School Ltd

Heard at: Cambridge (by video)

On: 27 June 2025

Before: Judge Dobbie

Representation

Claimant: Miss N Malik (solicitor)

Respondent: Failed to attend

UPON having sought the Respondent's attendance by contacting its statutory director this morning, using two email addresses provided by the Claimant, and having checked that the notice of hearing was sent to the correct registered office address for the Respondent (recorded at Companies House at the relevant time the notice was sent) and having waited 35 minutes after sending the emails to see if the Respondent would reply or log into the hearing, I decided to proceed with the hearing under Rule 47 of the ET Rules 2024:

JUDGMENT

1. The Respondent's name is amended from "The Grove Independent School" to "The Grove Independent School Limited". Reservice of the claim form and other documents is dispensed with.
2. For the reasons given orally, based on the tribunal's findings of fact, the Claimant's claim under s.189 TULR(C)A for breach of s.188 TULR(C)A is well-founded and is upheld.
3. Under the power granted to me by s.189 TULR(C)A, for the reasons given orally, it is appropriate to make a protective award and in the circumstances, it is just and equitable that the protected period be the full 90 days permitted under s.189(4) TULR(C)A. The protected period commences on 23 December 2023.
4. The Respondent must pay to the Claimant the sum of £9,000.00, representing 90 days' pay at a rate of £100.00 per day.

5. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply to the entire protected period.

Approved by:

Employment Judge Dobbie

27 June 2025

JUDGMENT SENT TO THE PARTIES
ON

31 July 2025

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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/