



EMPLOYMENT TRIBUNALS

Claimant: Mrs S Hellawell

Respondent: Mrs C Dixon

Heard at: Newcastle upon Tyne

On: 25 and 26 June 2025

Before: Employment Judge Heather

REPRESENTATION:

Claimant: In person

Respondent: In person

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. There is a 50% chance that the claimant would have been fairly dismissed in any event.
3. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 10% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
4. The respondent shall pay the claimant the total sum of **£3,618.16** which is made up of the following sums:
 - (a) A basic award of **£1,099.56**.

(b) A compensatory award of **£2,518.60**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

Approved by:
Employment Judge Heather
26 June 2025

Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) 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.