



EMPLOYMENT TRIBUNALS

Claimant: Suzanne Harvey

Respondent: Kisimul Group Limited

Heard at: Leicester

On: 3 September 2025

Before: Employment Judge McTigue

Representation

Claimant: In person, supported by Ms S Hallgarv

Respondent: Mr D Rodgers

JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. No basic award is due to the claimant. That is because it is just and equitable to reduce the basic award by 100 % because of the claimant's conduct before the dismissal.
3. No compensatory award is due to the claimant as there is a 100 % chance that she would have been fairly dismissed in any event.

Approved By:

Employment Judge McTigue

Dated: 4 September 2025

Judgment Sent to Parties on:

...04 September 2025 ...

For the Employment 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/