



EMPLOYMENT TRIBUNALS

Claimant: Ms L Hayhurst

Respondents: (1) Hi9 Ltd
(2) Mr W King

Heard at: Bristol (by video – Teams)

On: 1 August 2025

Before: Employment Judge Livesey

Representation

Claimant: Mr Deane, counsel

Respondents: Did not attend

JUDGMENT

The Claimant's complaints of unfair dismissal, discrimination on the grounds of disability, pregnancy and maternity, unlawful deductions from wages, unpaid holiday pay and a failure to pay a redundancy payment all succeed and she is awarded the following compensation;

A.	<u>Unfair dismissal</u>	
(i)	Basic Award	£960
(ii)	Compensatory award	£26,251.20
B.	<u>Unlawful deductions from wages</u>	£2,183
C.	<u>Unpaid Holiday pay</u>	£1,120
D.	<u>Redundancy payment</u>	No separate award
E.	<u>Discrimination on the grounds of disability and/or pregnancy and maternity</u>	
	Injury to feelings	£18,000
	Interest (8%)	£4,080

The sums award in paragraphs A to D above are awarded against the First Respondent. The sums awarded in paragraph E are awarded against both Respondents on a joint and several basis.

The recoupment provisions apply to the award made in paragraph A (ii); the prescribed period is 1 April 2023 to 31 August 2024 and the prescribed sum is £26,251.20.

Employment Judge Livesey
Date: 1 August 2025

JUDGMENT SENT TO THE PARTIES ON
19 August 2025

Jade Lobb
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/>
written record of the decision.