



EMPLOYMENT TRIBUNALS

Claimant: Gemma Armstrong

Respondent: Brad Rogerson

Hearing: Final Hearing

Heard at: Newcastle ET (by video/CVP) **On:** 18 July 2025

Before: Employment Judge Tinnion

Appearances: Claimant: In person (supported by father)
Respondent: No attendance or representation

JUDGMENT

1. The following claims against the Respondent are well founded and the Claimant is entitled to a remedy:
 - a. unfair dismissal (ss.94-98 Employment Rights Act 1996);
 - b. statutory redundancy payment (ss.163-164 Employment Rights Act 1996);
 - c. notice pay claim (breach of contract);
 - d. holiday pay claim (breach of contract, s.13 Employment Rights Act 1996, Reg 14 Working Time Regulations 1998).
2. The Respondent shall pay the Claimant without deduction or withholding the total sum of **£3,658.34**, consisting of the following sums:
 - (a) unfair dismissal / statutory redundancy payment - £1,601.34;
 - (b) 4 weeks notice pay - £1,808.04 (4 weeks x £452.01/week);
 - (c) 2 days holiday pay - £248.96 (2.332 days untaken leave x £106.76/day)

NOTE

3. A copy of the Judgment will be published online after it has been sent to the parties. Reasons for the decisions above were given orally at the hearing. Any request for written reasons must be made within 2 weeks of receipt of this Judgment. In default of a timely request for written reasons, written reasons will be provided only at the request of the Employment Appeal Tribunal or a competent court.

Approved (electronically): *Employment Judge A. Tinnion*

Date of approval: 18 July 2025