



EMPLOYMENT TRIBUNALS

Claimant: Ms. K Baker
Respondent: Hepworth Blinds Ltd
Heard at: Cardiff
On: 24, 25 and 26 September 2025
Before: Employment Judge R Brace
NLM: Ms R Hartwell and Mr A Fryer

Appearances

For the Claimant: Mr M Puar (Counsel)
For the Respondent: Miss J Scarbrough-Lang (Litigation Consultant)

JUDGMENT

It is the unanimous judgment of the Tribunal that:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The Claimant was unfairly dismissed.
2. 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 5% in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

Redundancy Payment

3. It is determined that the Claimant is not entitled to a redundancy payment.

Indirect discrimination

4. The complaint of indirect sex discrimination is not well-founded and is dismissed.

Holiday Pay/Breach of contract

5. The complaint in respect of holiday pay is well-founded in respect of 4 days annual leave accrued on the date that the Claimant's employment ended. The Respondent failed to pay the Claimant in accordance with regulation 14(2) and/or 16(1) of the Working Time Regulations 1998.

Wages/Breach of contract

6. The complaint of unauthorised deductions from wages is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages in relation to the totality of the deduction in relation to the 'Butt' order.

**Approved by:
Employment Judge Brace
26 September 2025**

Judgment sent to the parties on:

07 October 2025
For the Tribunal:

Katie Dickson

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.