



# EMPLOYMENT TRIBUNALS

**Claimant:** Zoe Peveller

**Respondent:** TLC Carers Limited

**Heard at:** London South **On:** 3 November 2025

**Before:** Employment Judge Searley

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Did not attend

# JUDGMENT

## Notice Pay

1. The complaint of breach of contract in relation to notice pay is well-founded.
2. The respondent shall pay the claimant **£5000.00** as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.

## Unfair Dismissal

3. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
4. There is a 0 % chance that the claimant would have been fairly dismissed in any event.
5. 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 25 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.

6. The respondent shall pay the claimant the following sums:

- a. A basic award of **£1442.31**
- b. A compensatory award of **£7904.11**

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

7. The Employment Protection (Recoupment of Benefits) Regulations 1996 apply:

- a. The total monetary award (i.e. the compensatory award plus basic award) payable to the claimant for unfair dismissal is **£9346.42**
- b. The prescribed element is **£5823.29**
- c. The period of the prescribed element is from 5 September 2024 to 3 November 2025.
- d. The difference between 7(a) and 7(b) is **£3523.13**.

Approved by:

**Employment Judge Searley**

**3 November 2025**

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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)