



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

AND

Respondent

Miss E Greenhough

Optimum Experience
Ltd

HELD AT Birmingham

ON

10 November 2025

EMPLOYMENT JUDGE Choudry

Representation:

For the claimant: Ms A Akers (counsel)

For the respondent: Mr S Overs (Litigation Consultant)

JUDGMENT

- (1) The claimant's claim for constructive unfair dismissal is well founded and succeeds.
- (2) The respondent is ordered to pay the claimant the agreed sum of £15,761.82 as set out in Schedule 1.
- (3) The Recoupment Regulations do not apply.
- (4) The respondent is also ordered to pay the claimant the sum of £1,825.20 in respect of the claimant's wasted costs up to the preliminary hearing on 4 April 2025.

Employment Judge Choudry
Approved on 23 November 2025

Note

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/>

Schedule 1

Claimant's start date: 4 July 2020
Date of termination: 14 October 2023
Claimant's date of birth: 24 December 1996
Complete years of service: 3 years
Age at date of termination : 26 years
Gross weekly pay: £673.08 (statutory cap of £643 applies)

Basic Award

3 x 1 x 643 = £1,929.00

Compensatory award

Losses to date of dismissal to date of hearing 29 January 24 to 10 November 2025 = £47,440.23

Less mitigation = £39,078.10

Net losses = £8362.13

Loss of statutory rights = £500.00

Future loss of earnings = £2,665.22

ACAS Uplift at 20% = £2,305.47

Total = £15761.82