



EMPLOYMENT TRIBUNALS

Claimant: Mrs Joanne Hance

Respondent: D and G Café Ltd

Heard at: Leeds (By Video) **On:** 2nd December 2025

Before: Employment Judge S Edwards

Representation

Claimant: In person

Respondent: Ms C Widdett (Counsel)

JUDGMENT

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 10 % in accordance with s 207A Trade Union & Labour Relations (Consolidation) Act 1992.
3. The claimant caused or contributed to the dismissal by blameworthy conduct and it is just and equitable to reduce the compensatory award payable to the claimant by 10 %.
4. It is just and equitable to reduce the basic award payable to the claimant by 10 % because of the claimant's conduct before the dismissal.
5. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£6230.70**.
 - (b) A compensatory award of **£1275.12**.

Note the basic award is the actual sum due to the claimant. The compensatory award is a gross amount. The claimant is responsible for payment of tax and national insurance due on the compensatory award.

6. 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 **£7505.82**
- b. The prescribed element is **£1275.12**.
- c. The period of the prescribed element is from 15th October 2014 to 16th November 2024.
- d. The difference between (1) and (2) is **£6230.70**.

Employment Judge Edwards

2nd December 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 here:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/