



EMPLOYMENT TRIBUNALS

Claimant: Nina Nash

Respondent: Noyce Insurance Solutions Limited

Heard at: CVP (online)

On: 4th – 6th November 2025

Before: Employment Judge Winfield

Representation

Claimant: Mark Harrison (lay representative)

Respondent: Mr Jason Searle (Counsel)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The Claimant's claim for unfair dismissal is well founded. The Claimant was unfairly dismissed.
2. The judgment of the Employment Tribunal is that there is no entitlement to an award of basic pay, as the statutory redundancy payment had already been made.
3. The judgment of the Employment Tribunal is to reduce the compensatory award payable to the Claimant on the basis of "Polkey" principles by 25%.
4. There are no other adjustments to be made to the payment of any amounts due to the Claimant.
5. The Respondent shall pay to the Claimant a compensatory award of **£910.82** (calculated by reference to two days without pay, £320 loss of statutory rights, a reduction in net salary of £1385.88 for a six-month period but balanced with a benefit gained of £600 pension).

Approved by
Employment Judge
Winfield
16 December 2025

Sent to the parties on
17 December 2025

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 52) 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/>