



EMPLOYMENT TRIBUNALS

Claimant: Miss L Rowley

Respondent: Grange Park Bakery Ltd

HELD AT: Leeds Employment Tribunal (by CVP) **ON:** 22 and 23 January 2026

BEFORE: Employment Judge Buckley

REPRESENTATION:

Claimant: In person

Respondent: In person (assisted by James Faradjollahi on 22 January 2026)

JUDGMENT

Automatic unfair dismissal

1. The claim for automatic unfair dismissal is dismissed.

Unfair dismissal

2. The claim for ordinary unfair dismissal succeeds.

Wrongful dismissal

3. The claim for wrongful dismissal succeeds.

Holiday pay

4. The claim for unpaid holiday pay is dismissed on withdrawal.

Failure to provide a written statement of terms and conditions of employment

5. When proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars under section 1 of the Employment Rights Act 1996.
6. It is just and equitable to make an award equal to four weeks pay.

Remedy

7. No reduction is made to the compensatory award under **Polkey v AE Dayton Services Ltd** [1987] UKHL 8.
8. A 25% ACAS uplift is made to the compensatory award.
9. A 5% reduction is made to the compensatory award under section 123(6) of the Employment
10. A 5% reduction is made to the basic award under section 122(2) of the Employment Rights Act 1996.
11. The remainder of the tribunal's judgment on remedy is reserved.

Approved by Employment Judge Buckley

Date 23 January 2026

JUDGMENT SENT TO THE PARTIES ON

FOR THE TRIBUNAL OFFICE

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.

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.