



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs Tracy Hewitt  
**Respondent:** Make Waves Swim School Ltd  
**Heard at:** Exeter Employment Tribunal  
**On:** 23 January 2026

**Before:** Employment Judge Volkmer  
Tribunal Member V. Blake  
Tribunal Member P. Skillin

## Representation

**Claimant:** in person, with her brother Mr Holmes (a lay person) representing her  
**Respondent:** Mr Ramsbottom, Senior Litigation Consultant for Peninsula (a lay person)

# JUDGMENT

1. The Respondent shall pay the Claimant the following sums:
  - a. a basic award of **£826.80**; and
  - b. a compensatory award of **£525.60**.
2. All sums are payable within 14 days of this judgment being sent to the parties.

Approved by  
**Employment Judge Volkmer**  
**23 January 2026**

SENT TO THE PARTIES ON  
7 February 2026

Jade Lobb  
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](http://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/>