



EMPLOYMENT TRIBUNALS

Claimant: A Charville
Respondent: Gin and Scone Limited

HELD AT: Middlesbrough **ON:** 2-5 March 2026
BEFORE: Employment Judge Aspden

REPRESENTATION:

Claimant: Ms Charville (claimant's daughter)
Respondent: Ms Lauret (trainee litigation consultant)

JUDGMENT

Disability discrimination

1. The claimant's complaint that the respondent discriminated against her by dismissing her is well founded and succeeds.
2. **The respondent must pay the claimant £19,045.65** as compensation for discrimination (including interest), made up as follows:
 - 2.1. Compensation for past financial losses: £3,065.50
 - 2.2. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £141.37
 - 2.3. Compensation for injury to feelings: £14,500.00 (which includes £6,500.00 as aggravated damages)
 - 2.4. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £1,338.78.

Wages

3. The complaint of unauthorised deduction from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in January 2025 by failing to pay statutory sick pay that was due to her.
4. **The respondent must pay the claimant £116.75**, which is the gross sum deducted.

Notice Pay

5. The complaint of breach of contract in relation to notice is well-founded.
6. **The respondent must pay the claimant £183.04** as damages for breach of contract.

Preparation Time Order: Rules 73-77

7. By consent, the respondent shall pay to the claimant **£1,232.00** in respect of the claimant's preparation time.

Employment Judge Aspden

Date 6 March 2026

Notes

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 for them within 14 days of the sending of this written record of the decision.