



EMPLOYMENT TRIBUNALS

Claimant: Mrs J Bell

Respondent: The Granary@T.V Limited

Heard at: Newcastle

On: 28 – 30 April 2026

Before: Employment Judge Childe

REPRESENTATION:

Claimant: In person

Respondent: Mr Rahman (Litigation Consultant)

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 1 April 2024 until 16 May 2024.
2. The respondent shall pay the claimant **£228.00**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance. This sum is agreed between the parties.
3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended.
4. The respondent shall pay the claimant **£62.25**. The claimant is responsible for paying any tax or National Insurance. This sum is agreed between the parties.
5. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.

6. The respondent shall pay the claimant the following sums:
 - (a) A basic award of **£13,282.50**.
 - (b) A compensatory award of **£2,305.57**.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

7. 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 **£15,588.07**.
 - b. The prescribed element is **£13,782.50**.
 - c. The period of the prescribed element is from **16 May 2024** to **29 April 2026**.
 - d. The difference between (a) and (b) is **£1,805.57**.
8. The complaint of direct age discrimination is not well-founded and is dismissed.

Approved by:
Employment Judge Childe
30 April 2026

Note

Summary reasons for the judgment were given orally at the hearing. Written summary 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 51) 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.