



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Smart

Respondent: (1) The Infra Red Heater Company Limited
(2) Mr D Rose
(3) Mrs G Rose

Heard at: Manchester Employment Tribunal

On: 07, 08, 09 and 10 October 2025, and 12 December 2025.

Before: Employment Judge M Butler
Ms S Howarth
Ms E Cadbury

Representation

Claimant: Self-representing

Respondents: self representing

JUDGMENT

1. The claimant was unfairly dismissed by the first respondent. Compensation was limited to a 4-week period, reduced by 90% for contributory fault/Polkey deductions and increased by 20% as an uplift for unreasonable failures to comply with in applying the ACAS code of practice by the respondent. The claimant is awarded compensation in the sum of £198.94.
2. The claimant's claims of direct sex discrimination fail and are dismissed in their entirety.
3. The claimant's claim of indirect sex discrimination fails and is dismissed.
4. The claims of wrongful dismissal and unlawful deductions from wages are dismissed on withdrawal.

Approved by:
Employment Judge **M Butler**

Date: 12 December 2025

JUDGMENT SENT TO THE PARTIES ON
Date: 12 February 2026

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.

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/>



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2403521/2024**

Name of case: **Mrs A Smart** v **1. The Infra Red Heater Company Limited,
2. Mr Dale Rose, 3. Mrs Galina Rose**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 12 February 2026

the calculation day in this case is: 13 February 2026

the stipulated rate of interest is: 8% per annum.

A handwritten signature in cursive script, appearing to read 'P. A. Guilfoyle'.

Paul Guilfoyle
For the Employment Tribunal Office

GUIDANCE NOTE

1. There is more information about Tribunal judgments here, which you should read with this guidance note:
www.gov.uk/government/publications/employment-tribunal-hearings-judgment-guide-t426

If you do not have access to the internet, you can ask for a paper copy by telephoning the Tribunal office dealing with the claim.

2. The payment of interest on Employment Tribunal awards is governed by The Employment Tribunals (Interest) Order 1990. Interest is payable on Employment Tribunal awards if they remain wholly or partly unpaid more than 14 days after the **relevant decision day**. Sums in the award that represent costs or expenses are excluded. Interest starts to accrue from the day immediately after the **relevant decision day**, which is called **the calculation day**.
3. The date of the **relevant decision day** in your case is set out in the Notice. If the judgment is paid in full by that date, no interest will be payable. If the judgment is not paid in full by that date, interest will start to accrue from the next day.
4. Requesting written reasons after you have received a written judgment does **not** change the date of the **relevant decision day**.
5. Interest will be calculated as simple interest accruing from day to day on any part of the sum of money awarded by the Tribunal that remains unpaid.
6. If the person paying the Tribunal award is required to pay part of it to a public authority by way of tax or National Insurance, no interest is payable on that part.
7. If the Secretary of State has claimed any part of the sum awarded by the Tribunal in a recoupment notice, no interest is payable on that part.
8. If the sum awarded is varied, either because the Tribunal reconsiders its own judgment, or following an appeal to the Employment Appeal Tribunal or a higher court, interest will still be payable from **the calculation day** but it will be payable on the new sum not the sum originally awarded.
9. The online information explains how Employment Tribunal awards are enforced. The interest element of an award is enforced in the same way.