



EMPLOYMENT TRIBUNALS

Claimant: Ms B E Villate Marin

Respondent: Speak like a Native Ltd

Heard at: Watford Employment Tribunal (in public; by video)

On: 12 June and 2 July 2026

Before: Employment Judge Quill (sitting alone)

Appearances

For the claimant: Litigant in person

For the respondent: Mr S Rubenstein, Managing Director

JUDGMENT

1. The complaint of unfair dismissal is well-founded.
2. There is a 100% chance that the Claimant would have been fairly dismissed by no later than 24 February 2024.
3. There is an "ACAS uplift" (section 207A Trade Union and Labour Relations (Consolidation) Act 1992) of 25% which applies to the compensatory award for unfair dismissal.
4. There is a 75% reduction to each of the basic award and compensatory award for unfair dismissal [sections 122(2) and 123(6) the Employment Rights Act 1996 ("ERA"), respectively].
5. The Respondent is ordered to pay the sum of £188.86 to the Claimant. That is made up of the following components:
 - 5.1. Without adjustments, the basic award would have been £120.28 x 6, so £721.68. After a 75% reduction, the basic award is £180.42.
 - 5.2. Without adjustments, the compensatory award would have been £27. Applying the 25% uplift, and the 75% reduction, the compensatory award is

£8.44.

6. The Recoupment Regulations do not apply.

Approved by:

Employment Judge Quill

Date: 3 July 2026

JUDGMENT SENT TO THE PARTIES ON
6 August 2026

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FOR THE TRIBUNAL OFFICE

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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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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/>