



EMPLOYMENT TRIBUNALS

Heard at: London South

On: 1 October 2026

Claimant: Mrs R Graham

Respondent: Morris Hanbury Limited

Before: Employment Judge Ramsden

Representation:

Claimant In person, assisted by her (lay) friend Mr F Briley

Respondent Mr I Ibbotson, Respondent Director

RULE 22 JUDGMENT

1. The Respondent's name is amended by consent to "Morris Hanbury Limited".
2. By consent, the Tribunal finds that:
 - a) The Claimant was wrongfully dismissed and is owed notice pay amounting to the value of 12 weeks' salary and employer pension contributions; and
 - b) The Claimant had accrued but not taken two weeks' holiday at the time her employment terminated, for which she is owed compensation pursuant to Regulation 14 of the Working Time Regulations 1998.
3. The Tribunal finds that:
 - a) The Claimant was unfairly dismissed; and
 - b) The Claimant's dismissal was discrimination arising from disability.
4. The Respondent is Ordered to pay to the Claimant compensation in the following amounts:

- a) **£709.92** gross by way of compensation for accrued but untaken holiday leave;
 - b) **£17,486.56** by way of unfair dismissal award, comprising:
 - (i) A basic award of £7,308 (the Claimant was 66 years old at the date of her dismissal, she earned £348 per week gross, and she had worked for the Respondent for 14 complete years);
 - (ii) A compensatory award of £10,178.56, being:
 - a. £375 compensation for loss of her statutory employment rights;
 - b. The value of her lost earnings for three full months (until she gained new employment), being £3,614.52; and
 - c. The difference in value between her lost earnings and her new earnings from July 2025 to the end of December 2025 (six months' losses), being £6,189.04; and
 - c) **£15,000** compensation for the injury to the Claimant's feelings caused by her dismissal,
i.e., £33,196.48 gross in aggregate.
5. As the act of discrimination which the Tribunal has upheld is dismissal, the Claimant's financial loss for that discriminatory act is the same loss for which the compensatory award for unfair dismissal already compensates. No further financial loss is awarded.
6. The Claimant is not awarded a separate sum for wrongful dismissal, because her compensatory award more than covers the 12-week period in respect of which she was entitled to be given notice.
7. The Claimant must account to HMRC for any sums owed by her in respect of any payment received by her pursuant to this judgment.

Approved By:

Employment Judge Ramsden

Dated: 1 October 2026

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

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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/>