EMPLOYMENT TRIBUNALS

Claimant:	**Ms M Bullen**
Respondent:	**Sadler Hairdressing Ltd**
Heard at:	Leicester Hearing Centre, 5a New Walk, Leicester, LE1 6TE
On:	20 October 2026
Before:	Employment Judge Adkinson sitting alone
Appearances	
For the claimant:	In person
For the respondent:	Debarred from taking part

JUDGMENT

UPON hearing from the claimant in person

AND UPON the respondent being debarred from taking part because it failed to present a response

IT IS THE TRIBUNAL'S JUDGMENT THAT

1. The respondent unfairly dismissed the claimant;
2. The respondent dismissed the claimant for redundancy. The respondent must pay to the claimant £8,062.50 gross; and
3. The respondent failed to pay the claimant her full notice pay. The respondent must pay to the claimant the further sum of £3,000 gross.

REASONS

1. These are the full written reasons for my decision.
2. The respondent was debarred from taking part because it failed to file a response. There was no application for permission to take part and no evidence from the respondent.
3. I heard oral evidence from the claimant. She confirmed the claim form's contents were true. Therefore I treated them as her evidence-in-chief.
4. I found the following facts proven.

Age at effective date of termination (EDT)	44 years old
Employment began	4 November 2000
Employment ended (EDT)	24 December 2025
Number of full years' service	25 years
Gross weekly wage	£375 per week

5. The director of the respondent, Mr Phillip Walker, director gave the claimant an ultimatum by text message in November 2025 either to become self-employed and sub-contract to the respondent or to leave. The claimant did not agree. The respondent therefore dismissed the claimant with 4 weeks' notice.

6. Because the claimant was employed for 12 or more years, she is entitled to 12 weeks' notice. It follows that there is a shortfall of 8 weeks' notice pay. I award £375 × 8 = £3,000. Because notice pay is now taxable, I award it gross of tax and national insurance to ensure the claimant receives the correct amount net.

7. The respondent has not proven that it did not dismiss the claimant for redundancy. Therefore the claimant is entitled to a redundancy payment. Because of her age and length of service, that sum is 21.5 weeks' pay. I therefore award £375 × 21.5 weeks = £8,062.50.

8. The dismissal followed no procedure, yet alone a fair procedure. The respondent has failed to prove a potentially fair reason for dismissal. The dismissal was therefore unfair. The claimant sought only a declaration of unfair dismissal. She waived any claim to further compensation. As required, I set the redundancy payment against the basic award. In the circumstances I make no award for compensation, but I do make the declaration.

Approved by:

Employment Judge Adkinson

Dated: 20 October 2026

Sent to the parties on

.....30/10/2026.....

For the Employment Tribunal

.....Hakeem Nuama.....

Notes

The above reasons are the full written reasons.

Public access to employment tribunal decisions

All judgments (apart from withdrawal judgments) and written reasons for the judgments (if provided) are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Appeals

You can appeal to the Employment Appeal Tribunal if you think a legal mistake was made in an Employment Tribunal decision. There is more information here: https://www.gov.uk/appeal-employment-appeal-tribunal.

Recordings

If a Tribunal hearing has been recorded, you may request a transcript of the recording upon payment of any fee due. 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. You can access the Direction and the accompanying Guidance here: https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/.