EMPLOYMENT TRIBUNALS

Claimant: **Megan Herridge**

Respondent: **The Snug Childcare**

Heard at: **Bristol by Cloud Video Platform**

On: **21 and 22 September 2026**

Before: **Employment Judge David C. Gardner**

Representation

Claimant: **Ms Herridge (represented herself)**

Respondent: **Ms Sherrin (counsel)**

JUDGMENT

1. The Claimant's complaint that she was unfairly dismissed by the Respondent is well-founded.

2. The Respondent is ordered to pay the Claimant the sum of **£6,328.60** (albeit, subject to any recoupment, see paragraphs 3 and 4 below)**.**

   which is calculated as follows:

a)	Basic award:	£2,214.73
b)	Compensatory award (past loss of earnings (net))[1]	£8,332.94
	Sub total	£10,547.67
c)	Minus 40% (contributory fault)	(-£4,219.07)
	TOTAL:	**£6,328.60**

[1] Loss period 1 August 2025 – 28 February 2026 = 7 months x (£864.73 (net monthly) = total = £8,332.94.

3. The claimant claimed universal credit and so the Employment Protection (Recoupment of Benefits) Regulations 1996 apply. Accordingly:

    a) The total monetary award is £6,328.60 (per above, including the 40% reduction ordered for contributory fault).

    b) The total prescribed element is £4,999.76 (loss of earnings as above, including the 40% reduction ordered for contributory fault)

    c) The prescribed period is 1 August 2025 to 28 February 2026.

    d) The difference between the total monetary award and prescribed element is £1328.84.

4. Pursuant to r.4(4) of the Employment Protection (Recoupment of Benefits) Regulations 1996 the effect of the Regulations was explained to the Claimant at the hearing and the Claimant is aware that prescribed element may be held back by the employer until the DWP has provided a CRU certificate allowing the Respondent to properly refund to the DWP the value of the state benefits claimed before paying the balance to the Claimant.

5. At the end of the hearing on 22 September 2026, whilst I had a schedule of loss from the Claimant, neither party had submitted evidence of the Claimant's pay, which appeared to be disputed. I ordered that the Respondent file a counter schedule and pay slips within 7 days and the Claimant file any response within 7 days thereafter. I have received the Respondent's counter schedule and the payslips but nothing from the Claimant. As such, having considered the payslips and the respective schedules, I am content to make the award in the sum set out and justified by the Respondent's counter schedule, and which forms the basis of the calculations above. Should any party consider that the above calculations are incorrect, they have permission to seek reconsideration within 14 days of receipt of this judgment. Any application for reconsideration to be referred to Employment Judge Gardner if possible.

Approved by
Employment Judge D. C. Gardner
Date: 12 October 2026

JUDGMENT SENT TO THE PARTIES ON
9 November 2026

Note
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.