

## **EMPLOYMENT TRIBUNALS**

Claimant: Respondent:	Ms E Laffey Witherslack Group Limited	
Heard at:	Leeds	On: 5 <sup>th</sup> and 6 <sup>th</sup> February 2018
Before:	Employment Judge Lancaster	
Members:	Ms J Lancaster	

Mrs L Hill

## Representation

Claimant: Respondent: Mr I Steele, solicitor Ms K Jeram, counsel

## JUDGMENT

- 1. The claim of age discrimination is dismissed upon withdrawal.
- 2. The claim of automatically unfair dismissal is dismissed.
- 3. The claim of having being subjected to a detriment (namely that she learned, before she had been dismissed, that children in her class had already been informed that she would not be coming back to work) on the grounds of having made a protected qualifying disclosure succeeds.
- 4. All other complaints of allegedly having been subjected to a detriment are dismissed.
- 5. The claim that the Respondent failed to afford the Claimant the right to be accompanied at a disciplinary hearing is dismissed.
- 6. The Respondent is ordered to pay to the Claimant compensation for injury to feelings in the sum of £3000.00
- 7. The above award is increased by 15 per cent because of the unreasonable failure to comply with the ACAS code of practice on disciplinary procedures.
- 8. The total amount payable by the Respondent to the Claimant is therefore £3450.00

## Note

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.

Case: 1801661/2017

EMPLOYMENT JU DGE LANCASTER DATE 6<sup>th</sup> February 2018