



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**

Ms Debra Brigham

AND

**Respondent**

Young Explorers Child Care Ltd

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Stoke-on-Trent    **ON**    23 and 24 October 2017

**EMPLOYMENT JUDGE**    Dimbylow

### Representation

**For the claimant:** Mr P Martin, Employment Law Consultant

**For the respondent:** Mr M Williams, Counsel

## JUDGMENT

1. The claimant was unfairly dismissed.
  
2. The claimant caused or contributed to her dismissal to the extent that is just and equitable to reduce any award of compensation by 50%.
  
3. I order the respondent to pay compensation to the claimant in the sum of £2,787.75. Recoupment of benefits does not apply as the claimant did not claim or receive any state benefits. The sum ordered is calculated as follows, and the amounts shown are after the 50% reduction for contribution:
  - i)    Basic award £1,876.00
  - ii)    Compensatory award, loss of earnings £727.00
  - iii)    Compensatory award, loss of employer's pension contributions £9.75
  - iv)    Loss of statutory employment rights £175.00

Note: Reasons for the judgement having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing (and no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Signed by \_\_\_\_\_ on 24 October 2017  
Employment Judge Dimbylow

Judgment sent to parties on  
25 October 2017

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