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# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Diable

**Respondent:** Destination Education

**Heard at:** East London Hearing Centre  
(in public; by telephone and video)

**On:** 29 September 2021

**Before:** Employment Judge Moor

**Representation**  
Claimant: Mr Thakerar, counsel  
Respondent: Mr Williams, solicitor

## JUDGMENT

**The Claimant was unfairly dismissed.**

**The Respondent is ordered to pay to the Claimant £6,138.53**

Recoupment does not apply.

The calculation of the award is set out the Appendix below.

**Employment Judge Moor**

**29 September 2021**

APPENDIX

**CALCULATION OF AWARD**

Age under 22 for all years of service.  
Weekly gross wage £499.85  
Weekly net wage £410.08  
Effective date of termination 27 November 2020.  
One week's notice given.  
Duration of loss from 4 December 2020 to 13 June 2020 = 27.5 weeks

**A: BASIC AWARD**

0.5 x 2 x 499.85	499.85
Reduced by 50% to reflect conduct	(249.92)
	<b>249.93</b>

**B: COMPENSATORY AWARD**

Loss of statutory rights	500.00
Loss of earnings	
27.5 x 410.08	11,277.20
Reduced by 50% to reflect conduct	(5888.60)
	<b>5888.60</b>

<b>TOTAL AWARD (A+B)</b>	<b>6,138.53</b>
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