



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss S Henry

**Respondent:** Avanti Media Ltd

**Heard at:** Cardiff **On:** 13-17 March 2023

**Before:** Employment Judge C Sharp  
Ms M Walters  
Mrs M Humphries

**Representation:**

Claimant: In person

Respondent: Mr P Clarke (Consultant)

## JUDGMENT

The unanimous judgment of the Tribunal is that:

1. The Claimant's claim of constructive unfair dismissal is not well-founded and is dismissed;
2. The Claimant's claim for automatic unfair dismissal under s103A Employment Rights Act 1996 is not well-founded and is dismissed;
3. The Claimant's claim for suffering a detriment under s47B Employment Rights Act 1996 is not well-founded and is dismissed;
4. The Claimant claim for "notice pay"/unauthorised deduction from wages is not well-founded and is dismissed.

Employment Judge C Sharp

Dated: 17 March 2023

JUDGMENT SENT TO THE PARTIES ON 20 March 2023

FOR THE SECRETARY OF EMPLOYMENT TRIBUNALS Mr N Roche