



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms T Britcher

**Respondent:** Hastings & Rother Voluntary Association for the Blind

**Heard at:** London South (by CVP)      **On:** 3-4 January 2023

**Before:** Employment Judge Kumar

## Representation

**Claimant:** Mr Arnold, counsel

**Respondent:** Ms Ajibade, senior litigation consultant

# JUDGMENT

- 1) The respondent's application to strike out for want of jurisdiction is not well-founded and fails.
- 2) The claimant's claim for unfair dismissal is well-founded and succeeds.
- 3) The claimant's claim for wrongful dismissal is well-founded and succeeds.
- 4) The respondent unreasonably failed to comply with the ACAS Code of Practice on disciplinary and grievance procedures and consequently the compensatory award includes an uplift of 15%.
- 5) Unfair dismissal: the respondent is ordered to pay the claimant (such sums being agreed):
  - i) £3,264 by way of basic award;
  - ii) £21,433.76 by way of compensatory award (being £18,638.05 uplifted).
- 6) Wrongful dismissal: No additional sum is payable in addition to that awarded in respect of the unfair dismissal claim.

Employment Judge **Kumar**

Date 10 January 2023

## Notes

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.

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