



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs M Kenyon

**Respondent:** Abbey Solicitors Limited

**Heard at:** Manchester (remotely, by CVP)      **On:** 13 and 14 October 2021

**Before:** Employment Judge Ross

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr G Mahmood of Counsel

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was procedurally unfairly dismissed by the respondent pursuant to section 95 and section 98 Employment Rights Act 1996.
2. By reason of the principle in **Polkey v A E Dayton Services Limited [1987] ICR 142**, it was 100% inevitable the claimant would have been fairly dismissed within two weeks of the date of dismissal.
3. There is a nil award because any basic award or compensatory award is reduced by 100% for contributory fault.

Employment Judge Ross  
Date: 15 October 2021

JUDGMENT SENT TO THE PARTIES ON  
18 October 2021

FOR THE TRIBUNAL OFFICE

**Note**

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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