



EMPLOYMENT TRIBUNALS

Claimant: Mrs T Towers

Respondent: Church Warsop and Warsop Vale Memorial Club Limited

Heard at: Nottingham Employment Tribunal

On: 4, 7, 8, 9 and 11 March 2022 and in Chambers on 10 March 2022

Before: Employment Judge K Welch (sitting alone)

Representation

Claimant: Mr S Towers, family member

Respondent: Mr H Webb, Counsel

JUDGMENT

1. The Claimant was unfairly dismissed.
2. Applying the principle in Polkey v A E Dayton Services Limited [1987] IRLR 503 there was a 100% chance of the Claimant being dismissed fairly in any event. The compensatory award is, therefore, reduced by 100%.
3. It is just and equitable to reduce the Claimant's:
 - a. basic award to nil pursuant to s.122(2) Employment Rights Act 1996; and
 - b. compensatory award to nil pursuant to s.123(6) Employment Rights Act 1996.

Employment Judge Welch

Date: 11 March 2022

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.

Case No: 2601931/2020

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employmenttribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.