



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Dunphy  
**Respondent:** Round Green Pre School (Charity Number 1046943)  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 8 February 2024  
**Before:** Employment Judge Quill (Sitting Alone)

## Appearances

For the Claimant: In Person  
For the respondent: No appearance or representation

# JUDGMENT

## Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The Respondent has failed to submit a response and the claim is in time.
2. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £5449.25. (This is based on gross weekly pay of £217.97, and on 19 years complete service, and on the Claimant's age as of the last day of employment, which was 29 July 2022).
3. The Respondent breached the Claimant's contract by giving her 4 weeks notice of dismissal when her actual entitlement was to 3 months.
4. Had the Claimant been given the correct entitlement to notice, her net pay in that period would have been £1982.08. Instead she received £738.52 (for the period 1 July to 29 July 2022). The Respondent is therefore ordered to pay the Claimant £1243.56 as damages for breach of contract.

**Employment Judge Quill**

Date: 8 February 2024

JUDGMENT SENT TO THE PARTIES ON  
21 February 2024

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FOR THE TRIBUNAL OFFICE

**Public access to employment tribunal decisions**

Judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>

**Redundancy Payment Service**

Judgments are not enforced by the Employment Tribunal, and the Tribunal cannot give legal advice about enforcement.

If the Claimant believes that the employer may be insolvent or unable to pay for other reasons, she might wish to contact the Redundancy Payments Service: <https://www.gov.uk/claim-redundancy>