



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs V Chambers  
**Respondent:** Sports and Leisure Management Ltd  
**Heard at:** Leicester (via Cloud Video Platform)  
**On:** 30 November 2020  
1 December 2020  
**Before:** Employment Judge Ahmed (sitting alone)

## Representation

**Claimant:** In person  
**Respondent:** Mr Alexander Rozycki of Counsel, instructed by Actons

## JUDGMENT

1. The Claimant was unfairly dismissed.
2. The Claimant contributed to her dismissal. The basic and compensatory awards shall be reduced by 50%.
3. The Tribunal makes no reduction by reason of the **Polkey** principle.
4. The compensatory award shall be increased by 10% for unreasonable failure to follow the ACAS Code of Practice on Disciplinary and Grievance Procedures.
5. The issue of remedy is listed for a further hearing on Friday 22 January 2021 at 10.00am to be heard via Cloud Video Platform.
6. Case management orders in relation to the remedy hearing are given separately.

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Employment Judge Ahmed

Date: 7 December 2020

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

**This has been a remote hearing on the papers which has been consented to or not objected to by the parties. The form of remote hearing by Video. A face to face hearing was not held because it was not practicable and no-one requested the same or it was not practicable and all issues could be determined in a remote hearing.**

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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