



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Cobley  
**Respondent:** Montessori (Baby Unit) Ltd  
**Heard at:** Via Cloud Video Platform (Midlands East Region)  
**On:** 26<sup>th</sup> November 2021  
**Before:** Employment Judge Heap (Sitting alone)

## Representation

**Claimant:** Mr. C Giddings – Lay Representative  
**Respondent:** No attendance or representations

## JUDGMENT

1. The Respondent made an unauthorised deduction from the Claimant's wages and is Ordered to pay to her the sum of **£2,668.32** net.
2. The Claimant was dismissed in breach of contract and the Respondent is Ordered to pay to her the sum of **£2,354.40** in respect of the notice to which she was entitled upon termination of employment.
3. The Claimant was dismissed by reason of redundancy but was not paid a redundancy payment and the Respondent is Ordered to pay to the Claimant the sum of **£3,727.80**.

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Employment Judge Heap

Date: 6<sup>th</sup> December 2021

## COVID-19 Statement

This has been a remote hearing which has been consented to by the parties. A face to face hearing was not held because no-one requested the same and all issues could be determined in a remote hearing.

**Notes:**

**Public access to employment tribunal decisions**

Judgments and reasons for the 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.

**Reasons**

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.