



# EMPLOYMENT TRIBUNALS

BETWEEN

**Claimant**  
Dr J Hubbard

**Respondents**  
The National Trust

## JUDGMENT OF THE EMPLOYMENT TRIBUNAL

**HELD AT** Birmingham

**ON** 11 - 13 June  
14 June (in chambers)  
15 June 2018

**EMPLOYMENT JUDGE** Anstis

**MEMBERS** Mrs I R Fox  
Mr M J Pearson

Representation:

Claimant: In person

Respondent: Mrs J Featherstone (solicitor)

## JUDGMENT

1. The Respondent has breached the Claimant's contract of employment in the following respects:
  - a. By dismissing her without notice.
  - b. By not paying her claim for expenses.
  - c. By not paying her in respect of accrued holiday pay on termination of employment.
2. The Claimant's claims of sex and age discrimination, and all her other claims of breach of contract, are dismissed.
3. The Respondent's employer contract claim succeeds to the extent that the Claimant has breached the contract of employment by not working or providing a reason permitted under the contract for not working on 10, 11, 12, 13, 19 and 20 April 2017.
4. All other elements of the employer contract claim are dismissed.
5. The Respondent must pay to the Claimant:
  - a. £5.767.91 in respect of the balance of her notice period,
  - b. £422.07 in respect of outstanding expenses, and

- c. £887.43 in respect of holiday pay.

It is the understanding of the parties and of the tribunal that (a) and (b) are payments which are not subject to deduction of tax and (c) is a payment from which tax will be deducted.

6. The Claimant must pay to the Respondent £547.02 in respect of the employer contract claim

Employment Judge aNSTIS  
15 June 2018

**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.**