



## EMPLOYMENT TRIBUNALS

### **Claimant**

Mrs L Collins

### **Respondents**

1. Dawn Run Ltd
2. Joanne Cook & Nicole Jordan t/a The Countryman Inn
3. Punch Partnerships (Seagull) Limited
4. James Longhurst

**Heard at:** Southampton (by CVP)    **On:** 21 January 2021

**Before:** Employment Judge Dawson

### **Appearances**

**For the claimant:** Ms Dawson , CAB

### **For the respondents:**

1. Dawn Run Ltd- Mr Longhurst, director
2. Joanne Cook & Nicole Jordan t/a The Countryman Inn- representing themselves
3. Punch Partnerships (Seagull) Limited- Mr Armes, employee.
4. James Longhurst- Representing himself.

## JUDGMENT AND ORDERS

1. The time for James Longhurst to present a response is extended to 4 November 2020 and the response is accepted.

**Upon the tribunal determining that the employer of the claimant from and including 1 November 2020 was Dawn Run Ltd:**

**And upon Dawn Run Ltd not having presented a response to the claim:**

2. Judgment is entered against Dawn Run Ltd in respect of the claimant's claims of:
  - (a) Unfair dismissal;
  - (b) Discrimination on the grounds of pregnancy and maternity;
  - (c) Breach of contract (relating to notice);
  - (d) Unlawful deductions from wages;
3. The claims against the other respondents are dismissed.
4. The claim will be listed for a remedy hearing on **1<sup>st</sup> April 2021** before a Judge sitting alone at Southampton Employment Tribunal, West Hampshire Magistrate's Court, 100 The Avenue, Southampton, Hampshire SO17 1EY commencing at 10:00am.

Employment Judge Dawson

Date: 21 January 2021

Judgment sent to the parties: 01 February 2021

FOR THE TRIBUNAL OFFICE

Notes

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.

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.

CVP

The hearing was conducted by the parties attending by Cloud Video Platform. It was held in public in accordance with the Employment Tribunal Rules. It was conducted in that manner because a face to face hearing was not appropriate in light of the restrictions required by the coronavirus pandemic and the Government Guidance and it was in accordance with the overriding objective to do so.

Directions For The Remedy Hearing

No further directions were given for the remedy hearing on the basis that the claimant intends only to rely upon the witness statement and bundle already submitted.