



EMPLOYMENT TRIBUNALS

Claimant: Dr V Bamfield

Respondent: Inten Education Group Limited

Heard at: Liverpool (by CVP)

On: 9 and 10 March 2021

Before: Employment Judge Robinson

REPRESENTATION:

Claimant: In person

Respondent: Mr Wang, Managing Director

JUDGMENT

The judgment of the Tribunal is that:

1. The claim for unfair dismissal and breach of contract succeed on the basis that the claimant was constructively unfairly dismissed on 7 December 2019.
2. The claims for unlawful deduction of wages relating to wages due to the claimant to the beginning of December 2019 and holiday pay and expenses have all been paid by the respondent to the claimant and consequently no judgement needs to be made with regard to those claims.
3. The claim for a redundancy payment fails and is dismissed.
4. The respondent shall pay forthwith to the claimant in compensation the sum of £4,825.50 made up of a basic award of £787.50 and a compensatory award of £4,038.

5. The recoupment provisions do not apply.

Employment Judge Robinson

11 March 2021

JUDGMENT SENT TO THE PARTIES ON

16 March 2021

FOR THE TRIBUNAL OFFICE

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

[JE]



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990

Tribunal case number: **2401458/2020**

Name of case: **Mr V Bamfield** v **Inten Education Group Ltd**

The Employment Tribunals (Interest) Order 1990 provides that sums of money payable as a result of a judgment of an Employment Tribunal (excluding discrimination or equal pay awards or sums representing costs or expenses), shall carry interest where the sum remains unpaid on a day ("*the calculation day*") 42 days after the day ("*the relevant judgment day*") that the document containing the tribunal's judgment is recorded as having been sent to the parties.

The rate of interest payable is that specified in section 17 of the Judgments Act 1838 on the relevant judgment day. This is known as "the stipulated rate of interest" and the rate applicable in your case is set out below.

The following information in respect of this case is provided by the Secretary of the Tribunals in accordance with the requirements of Article 12 of the Order:-

"the relevant judgment day" is: **16 March 2021**

"the calculation day" is: **17 March 2021**

"the stipulated rate of interest" is: **8%**

For and on Behalf of the Secretary of the Tribunals