



EMPLOYMENT TRIBUNALS

Claimant: Mrs Charlotte Loubser
Respondent: Uncle Willys Hairshop Limited (07233158)
Heard at: Bury St Edmunds **On:** 8 January 2019
Before: Employment Judge Brown
Ms S Stones
Ms J Nicholas

Appearances

For the claimant: Mr M Loubser, claimant's husband
For the respondent: Mr W Diggins, director of the respondent

JUDGMENT

- (1) The respondent admits that it is liable to pay, has not paid, and shall pay to the claimant:
 - (i) £294.95 in unpaid wages;
 - (ii) £60 for accrued but untaken leave;
 - (iii) £153.75 for notice pay.
- (2) The respondent, in dismissing the claimant, treated her unfavourably within the meaning of section 18, and thereby contravened section 39(2)(c), Equality Act 2010.
- (3) The respondent unfairly dismissed the claimant as a result of section 99, Employment Rights Act 1996.
- (4) The claimant's complaints that the respondent contravened Part 5, Equality Act 2010 by:
 - (i) not permitting her to return to work between 19 and 26 January 2018;
 - (ii) dismissing her without notice;
 - (iii) failing to pay her wages lawfully due; and
 - (iv) failing to pay her accrued holiday pay;

are not well-founded, and are dismissed.

- (5) The basic award is *nil*.
- (6) The respondent shall pay to the claimant a compensatory award of £253.19 for past loss of earnings.
- (7) The respondent shall pay to the claimant the sum of for £15,000 damages for injury to feelings.
- (8) The respondent shall pay to the claimant the sum of £1,628.64 as damages for future loss of earnings.

The *Employment Protection (Recoupment of Benefits) Regulations 1996* apply.

- 1. The relevant monetary award is £253.19.
- 2. The amount of the prescribed element is £253.19.
- 3. The dates of the period to which the prescribed element is attributable are 7 February 2018 to 8 January 2019.
- 4. The monetary award exceeds the prescribed element by *nil*.

Employment Judge Brown
8 January 2019

Sent to the parties on:

31 January 2019

For the Tribunal:

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Reasons for the Employment Tribunal's decision having been given orally on 8 January 2019, and no request for written reasons having been made at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.