



EMPLOYMENT TRIBUNALS

BETWEEN

Claimant

Respondents

AND

MS. S.WOOD

SALI TABAN (1)

NESE TABAN (2)

T/A "TIME TO EAT"

JUDGMENT OF THE EMPLOYMENT TRIBUNAL

HELD AT Birmingham

ON 20 May 2019

EMPLOYMENT JUDGE Algazy QC

MEMBERS: Dr N Bristow

Mr J Sharma

Representation

For the Claimant: In Person

For the Respondent: Mr S.Taban in person through an interpreter of the Turkish language.

J U D G M E N T

The unanimous Judgment of the Tribunal is that:

1. The claimant was unfairly dismissed and is entitled to, and the respondent is ordered to pay, the claimant the following sums:
 - (i) A basic award of **£635.22**
 - (ii) A compensatory award of **£2925.88**
2. The claim for direct sex discrimination succeeds and the respondent is ordered to pay the claimant the sum of **£1400** for injury to feelings.
3. The claim for breach of contract in respect of the unpaid 12 holiday days succeeds and the respondent is ordered to pay the claimant the sum of **£ 508.17,**
4. The claimant was wrongfully dismissed and is entitled to, and the respondent is ordered to pay the claimant, notice pay in the sum of **£635.22.**
5. The claim for indirect sex discrimination is not well founded and is dismissed.
6. The total sum that the respondent is ordered to pay the claimant in respect of the above claims is **£4198.83.**

NOTE TO JUDGMENT

1. The compensatory award is calculated as £3387.84 before the deduction of the sum of £462 earned by the claimant in the relevant period.
2. The total sum awarded is further reduced by the sum of £635.22 so as to take account of the damages awarded for wrongful dismissal.

Oral reasons were given on 21 May 2019 and the parties were, and are, reminded of Rule 62(3), Schedule 1 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 regarding written reasons not being produced unless requested in accordance with Rule 62 (3).

If so requested, the parties are reminded that written reasons will be posted on the appropriate government website at
<https://www.gov.uk/employment-tribunal-decisions>

Employment Judge Algazy QC

Signed on: 21 May 2019