



# THE EMPLOYMENT TRIBUNALS

**Claimant:** Ms E Foster

**Respondent:** (1) NE Estates  
(2) Mr N Sharif

**Heard at:** Newcastle Hearing Centre On: 15<sup>th</sup> & 16<sup>th</sup> March 2021  
**By:** Cloud Video Platform (CVP)

**Before:** Employment Judge Martin

**Members:** Mrs S Don  
Mr K Smith

***Representation:***

**Claimant:** In Person  
**Respondents:** Mr N Sharif – Second respondent

This case was heard by way of Cloud Video Platform (CVP) due to on-going issues around COVID 19. The parties agreed to the hearing being heard by CVP.

## JUDGMENT

- (1) The claimant's complaints of sex discrimination are not well-founded and are hereby dismissed.
- (2) The Claimant's complaint of unlawful deduction from wages is not well founded and is hereby dismissed.
- (3) The Claimant's complaint of unfair dismissal is well founded. The First Respondent is ordered to pay the claimant the sum of £1659.33 calculated as follows:

Basic Award:

2 weeks' wages @£346.15 a week £692.30

Compensatory Award:

Losses from 3 – 16 March 2020 @ a daily rate of £44.54	£579.12	
Loss of statutory rights	£300.00	
Sub - total		£879.12
Add 10% uplift for failure to follow ACAS code of Practice	£87.91	
Total Compensatory Award		£967.03
Total Award for unfair dismissal		£1659.33.

## **REASONS**

Oral reasons were given at the hearing. The parties are entitled to apply for written reasons within fourteen days of the judgment being sent to the parties.

---

**EMPLOYMENT JUDGE MARTIN**

**JUDGMENT SIGNED BY EMPLOYMENT  
JUDGE ON 17 March 2021**

### **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.