



EMPLOYMENT TRIBUNALS

Claimant: Mrs. L. Sun
Respondent: London Nursery Schools Ltd

JUDGMENT

Rule 21 Employment Tribunal Rules

1. The respondent has failed to file an ET3 Grounds of Resistance in this case.
2. Having considered the ET1, REJ Wade has decided that a determination of the claim can properly be made without a hearing and the Judgment of the Tribunal, made under Rule 21 of the Employment Tribunals (Constitute and Rules of Procedure) Regulations 2013, is as set out below:
3. The respondent has failed to pay the claimant earnings as set out in the schedule of loss below (Annex 1).
4. The Tribunal orders the respondent to pay the claimant £17,424.97 and to account to HMRC for any tax and national insurance due on this amount.
5. The hearing listed for 18th January 2022 will not take place and the parties should not attend.

Regional Employment Judge Wade
Date: 17th January 2022

JUDGMENT SENT TO THE PARTIES ON

17/01/2022

FOR THE TRIBUNAL OFFICE

ANNEX 1 – Claimant’s Schedule of Loss

IN THE EMPLOYMENT TRIBUNALS

BETWEEN:

LIJIE SUN

Claimant

and

LONDON NURSERY SCHOOLS LIMITED

Respondent

CLAIMANT'S SCHEDULE OF LOSS

1. DETAILS

Net weekly basic pay:	£407.13
Contractual notice period:	2 weeks
Statutory notice period:	2 weeks
Claimant's date of birth:	20/07/1990
Period of service:	September 2018 to October 2020
Complete years of continuous service:	2 years
Age at effective date of termination (EDT):	30 years
Gross weekly pay:	£519.23
Statutory cap of a week's pay at the EDT:	£538.00

2. BASIC AWARD

2 £519.38	Basic award: £1,038.76	
Less		
Amount received as statutory redundancy pay:	£0	
Total basic award:		£1,038.76

3. COMPENSATORY AWARD

Loss to date of tribunal hearing		
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3.1 Loss of basic salary (18 October 2020 to 26 February 2021 (19 weeks x £407.13)	£7,735.47	
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3.2 Loss of statutory rights:	£300.00	
Losses to date of tribunal (past loss):	£8035.47	
Less		
3.4 Sums obtained through mitigation to date of tribunal: From 3 December 2020 until 26 February 2021 3 December-31 December £1052.34 1 January- 31 January £1143.51 1 February- 26 February £1160.11 (12 weeks)	£3355.96	
Total past loss:		£4,679.51
Future loss		
3.5 Future loss of earnings – 6 weeks SMP at 90% of earnings – 6 (90% of 407.10)	£2,198.50	
Future losses:	£2198.50	
Less		
3.15 Future mitigation: 6 weeks Maternity Allowance – 6 x £151.20	£907.20	
Total future loss:		£1291.30
COMPENSATORY AWARD GRAND TOTAL:		£5,970.81
Deduction from Wages	£51.92	
Accrued Holiday Pay	£363.48	
TOTAL		£7,424.97
DISCRIMINATION		
Injury to Feeling – Middle Range Vento	£10,000.00	
GRAND TOTAL		£17,424.97