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# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Sara Essa  
**Respondent:** Concert Live Limited  
**Heard at:** East London Hearing Centre  
**On:** 11 March 2022  
**Before:** Employment Judge Barrowclough  
**Members:** Ms S Barlow  
Ms A Smith

## Representation

**Claimant:** In person  
**Respondent:** No appearance or representation

# JUDGMENT

1 The unanimous judgment of the Tribunal is that the Claimant's complaints of (1) unfair dismissal, contrary to ss. 94 and 103A Employment Rights Act 1996; (2) suffering detriments during her employment because she made protected disclosures, in breach of ss. 47B and 48 Employment Rights Act 1996; (3) victimisation, in breach of s. 27 Equality Act 2010; (4) for breach of contract in failing to pay one week's pay in lieu of notice, all succeed.

2 The Claimant's equal pay complaint is adjourned generally with liberty to restore.

3 The Respondent is ordered to pay the Claimant compensation as follows:-

(1) 9 months net loss of earnings (£4,262.29 pcm x 9)	£38,360.61
(2) Interest on loss of earnings (26 June 2021-11 March 2022 @ 8%)	£2,155.19
(3) Additional sum paid by Claimant on Cycle to Work scheme	£474.78

(4) Additional sum paid by Claimant for 'Zinc' mental health programme	£1,500.00
(5) Salary deduction in relation to Claimant's laptop	£1,722.42
(6) One week's pay (gross) in lieu of notice	£1,384.61
(7) Injury to feelings due to (a) victimisation and (b) detriments suffered during employment	£6,000.00
(8) Interest on injury to feelings award from 11 October 2020 to 11 March 2022 at 8%	£680.00
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SUBTOTAL	£52,277.61
4 Grossing up at 20% on £22,277.61	£4,455.52
5 TOTAL SUM PAYABLE BY RESPONDENT	£56,733.13
6 The Recoupment Regulations apply. The prescribed period is from 1 November 2020 to 2 March 2022; the prescribed sum is £38,360.61	

**Employment Judge Barrowclough**

**16 March 2022**