



EMPLOYMENT TRIBUNALS

Claimant: Ms Faria Abdoelradjak

Respondent: Blingbling Shoes.co.uk Limited

Heard at: London South **On:** 23/11/22

Before: Judge McLaren

Representation

Claimant: Miss T Ahari, Counsel

Respondent: Not present

JUDGMENT

1.The claim for unfair dismissal having already been upheld the claimant is awarded the following sums

- a) .. A basic award calculated as four times £115.38 being £461.52
- b) a compensatory award for loss of earnings for 26 weeks from 14 July 2021 10th of January 2022 being £2 999.88.
- c) ACAS uplift of 20% on the compensatory award being £600
- d)

This gives a **total unfair dismissal award of £4,061.5**

2.The respondent contravened section 26 of the Equality Act 2010. This means the claim for discrimination succeeds. The claimant is awarded **£8000 for injury to feelings.**

3.The claim for unpaid holiday pay succeeds. As the respondent refused to pay holiday the claimant is entitled to claim holiday pay for the year prior to the year which are employment terminated. The claimant is awarded the following sums

- a) £172 for the holiday year from November 2022 October 2021 calculated as 1.49 weeks (this is based on a full-time entitlement of 5.6 weeks, reduced to 2.24 weeks because the claimant worked two days a week and eight months accrued leave being 1.49 weeks)
- b) £461.52, this is calculated on a full-time equivalent of 20 days for the calendar year reduced to 8 days as the claimant works part-time.

This gives a **total unpaid holiday pay of £633.52**

4.the claimant is awarded a further sum of **four weeks pay of £461.52** as the respondent failed to provide a written statement of employment particulars as

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required by section 1 of the Employment Rights Act 1996

The total compensation payable is therefore **£13,156.44**

Employment Judge McLaren

Date 23/11/22_____