



EMPLOYMENT TRIBUNALS

Claimant: Mr B Katani
Respondent: Bright Idea Education Ltd
Heard at: East London Hearing Centre
On: 7 October 2022
Before: Employment Judge Illing

Appearances

For the Claimant: Mr K Katani (Father and lay representative)
For the Respondent: No representation

JUDGMENT

It is the Judgment of the Tribunal that:

1. The claimant was subjected to an unauthorised deduction of wages. For his unauthorised deductions for the non-payment of salary up and until 11th October 2021 the claimant is awarded £2,819.87 Gross. The calculation is the amount of payment on a gross basis and the respondent shall make any deductions which are due for tax and national insurance contributions before payment is made to the claimant.
2. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of £509.62 gross. The calculation is the amount of payment on a gross basis and the respondent shall make any deductions which are due for tax and national insurance contributions before payment is made to the claimant.
3. The claimant was automatically unfairly dismissed for asserting a statutory right. The respondent is ordered to pay damages to the claimant and the award is in the amount of 6-months' salary, less any earnings during this period.
 - a. 6-months' salary is the amount of £13,250 gross.

- b. Between the period of 18 October 2021 and 18 April 2022, the claimant received a total of £644.15.
 - c. The respondent is ordered to pay the claimant (£13,250 - £644.15) £12,605.85 gross. This sum is to be paid net and the respondent shall make any deductions that are due for tax and national insurance contributions before payment is made to the claimant. This is the compensatory award.
 - d. An uplift for the breach of the Acas code of practice for disciplinary and grievance procedures is 10% on the compensatory award. This amounts to £1,260.56.
 - e. There are no benefits or recoupment to take into account.
- 4. The claim in respect of holiday pay is not well founded and does not succeed.
 - 5. The total gross sum awarded to the claimant is the sum of £17,195.90.

Employment Judge Illing
Date: 14 February 2023