



EMPLOYMENT TRIBUNALS

Claimant: Mr L Lugard

Respondent: St Elmo Associates Limited

Heard at: Midlands West Employment Tribunal via video hearing
On: 30 June 2023

Before: Employment Judge Fitzgerald

Representation

Claimant: In person

Respondent: not permitted to participate in the proceedings under Rule 21 of the Tribunal Rules

JUDGMENT

1. The Claimant was a worker of the Respondent during the period 4 July 2022 until 12 July 2022.
2. The Claimant's claim of unlawful deduction of wages succeeds and the Claimant is awarded the sum of £144. The Respondent must pay this sum to the Claimant and the Claimant should account for tax on these earnings.
3. The Claimant's claim of direct race discrimination fails and is dismissed.
4. The Claimant was not provided with a statement of written particulars by the Respondent and is awarded a sum of 2 weeks' pay subject to the statutory cap, namely £1,286. The Respondent must pay this sum to the Claimant.

Employment Judge Fitzgerald
Date: 30 June 2023

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.