



EMPLOYMENT TRIBUNALS

Claimant: Miss J Onazi

Respondents: AI Devlab Limited (first respondent) Issac Qureshi (second respondent)

(Neither respondent had presented a response)

Heard at: Manchester

On: 10 April 2024

Before: Employment Judge Leach

REPRESENTATION:

Claimant: In person

Respondent: B Hendley (Litigation consultant)

JUDGMENT

A. Equality Act Complaints

1. The claimant's complaints of direct race discrimination (under section 13 Equality Act 2010) succeed against the first and second respondents.
2. The claimant's complaints of direct sex discrimination (under section 13 Equality Act 2010) succeed against the first and second respondents.
3. The claimant was dismissed because she had done a protected act (raised complaints that she had been discriminated against) Her complaint of victimisation (contrary to section 27 Equality Act 2010) succeeds against the first and second respondents.
4. The claimant raised a grievance that she was being discriminated against. The respondent failed to engage in a grievance procedure contrary to the ACAS Code of Practice on Disciplinary and Grievance Procedures (ACAS Code).an uplift of 15% is applied.
5. The claimant is awarded compensation under section 126 Equality Act

2010 for the amounts set out in the Schedule attached.

B. Monetary complaints.

6. The claimant was dismissed without notice or pay in lieu of notice from the first respondent. The claimant was contractually entitled to a month's notice.
7. The first respondent failed to pay the claimant for 10 days accrued untaken holidays.
8. The first respondent failed to provide the claimant with itemised pay statements, contrary to section 8 of the Employment Rights Act 1996 (ERA). An award is made (under section 12 ERA) of the amount of unnotified deductions in the 13 weeks' preceding the issue of the claimant's ET1 claim form.
9. The amounts awarded in respect of these monetary complaints are set out in the Schedule attached.

C. Complaint of unauthorised deductions from wages (under Part II Employment Rights Act 1996)

10. Judgment on this complaint is reserved.

Employment Judge Leach

Date 10 April 2024

JUDGMENT SENT TO THE PARTIES ON

24 April 2024

FOR THE TRIBUNAL OFFICE

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.

SCHEDULE

A. Compensation for breaches of the Equality Act 2010

1. Injury to feelings.

1.1 An injury to feelings award	£18,000
1.2 15% uplift (failure to follow ACAS Code)	£ 2,700
1.3 Interest (at a rate of 8% over 14 months)	£ 1,932

2. Financial Loss (8 months from 6 March 2023)

2.1 Loss of 8 month's net pay and benefits	£14,232
2.2 LESS amounts received in benefits	minus £ 2,188.32
	£12,043.68

2.3 15% uplift (failure to follow ACAS Code)	£ 1,807
2.4 Interest (8% over 7 months)	£ 646.32

Total Compensation under A = **£37,129**

The first and second respondent must now make this payment to the claimant.
They are jointly and severally liable to do so.

B. Compensation – monetary complaints

3. Value of a month's notice	£2,050 GROSS
4. 10 days holiday pay	£ 830.77 GROSS
5. Failure to provide itemised pay statements	£613.75

Total compensation under B = **£3,494.52 GROSS**

The First respondent must now make these payments to the claimant.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2403580/2023**

Name of case: **Miss J Onazi** v **1. Al Devlab Limited**
2. Issac Qureshi

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day, the calculation day, and the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 24 April 2024

the calculation day in this case is: 25 April 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office