



EMPLOYMENT TRIBUNALS

Claimant: Ms S Jyar

Respondent: L'Amour Bistro

Heard at: London Central (remote hearing) **On:** 22 May 2024

Before: Employment Judge B Smith (sitting alone)

REPRESENTATION:

Claimant: In person, with Mr Maslough (husband)

Respondent: Did not attend

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period 20 February 2023 to 24 February 2023.
2. The respondent shall pay the claimant £240 which is the gross sum deducted. The parties are responsible for the payment of any tax or national insurance payments.

Direct discrimination

3. The complaint of direct race discrimination is well-founded and succeeds.
4. The respondent unreasonably failed to comply with the ACAS Code of Practice on Disciplinary and Grievance Procedures 2015 and it is just and equitable to increase the compensatory award payable to the claimant by 20%.

5. The respondent shall pay the claimant the following sums:

- a. Compensation for injury to feelings: £4,000
- b. Compensation for past financial losses: £1,720

Case No: 2207956/2023

Total: £5,720

Total with ACAS uplift: £6,864

- c. Interest on compensation calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: £681.51

Total for discrimination : £7,545.51

Employment Judge Barry Smith
22 May 2024

JUDGMENT & REASONS SENT TO THE PARTIES ON
31st May 2024

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FOR THE TRIBUNAL OFFICE

Note

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 (apart from judgments under rule 52) 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.