



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss A Malik

**Respondent:** R1: Mr Przemyslaw Paliga  
R2: Mr Zbigniew Szary  
R3: Mr Paliga and Mr Szary trading as Food 4 Thought

**Heard at:** Liverpool

**On:** 7,8,9,10 October 2024

**Before:** Employment Judge Aspinall  
Mr R Cunningham  
Mr D Williamson

**Representation:**

Claimant: in person  
Respondent 1,2 and 3: in person  
Interpreter was present.

## JUDGMENT

**The judgment of the Tribunal is:**

1. The claimant's complaint of unfair dismissal succeeds.
2. The claimant's complaint of race discrimination succeeds.
3. The claimant's complaint of religion or belief discrimination succeeds.
4. The claimant's claim for notice pay succeeds.
5. The claimant's claim for outstanding holiday pay succeeds.
6. The claimant's the respondent failed to provide written reasons for dismissal succeeds.
7. The claimant's claim for unauthorised deduction from wages is dismissed on withdrawal.

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Employment Judge Aspinall

Date: 11 October 2024

JUDGMENT SENT TO THE PARTIES ON  
17 October 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.

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

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>