



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Shahu

**Respondent:** Iknowa Ltd

**Heard at:** Croydon (via CVP)

**On:** 15 November 2024

**Before:** Employment Judge Leith

## Representation

**Claimant:** In person

**Respondent:** Ms Cho (Consultant) (in respect of remedy only)

# JUDGMENT

1. The complaint of harassment related to sex succeeds. The Respondent is ordered to pay the Claimant the sum of **£2,502.48**, made up as follows:
  - a. Injury to feelings - £2,000
  - b. Interest - £502.48<sup>1</sup>
2. The complaint of unauthorised deduction from wages succeeds. The Respondent is ordered to pay the Claimant the net sum of **£280.90**, being the sum unlawfully deducted.
3. The remaining claims (of unfair dismissal, redundancy payment, breach of contract and failure to pay for accrued but untaken annual leave) fail and are dismissed.

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Employment Judge Leith

Date: 18 November 2024

JUDGMENT SENT TO THE PARTIES ON  
19 November 2024

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<sup>1</sup> The Respondent wrote to the Tribunal following the hearing noting, correctly, that there was a computational error in the figure provided orally to the parties. The figure contained in this written judgment is the correct figure. It is calculated on the basis that the accrual period was 1,142 days (30 September 2021 to 15 November 2024), and the daily rate of interest was 44p (8% of £2,000, divided by 365).

FOR THE TRIBUNAL OFFICE

P Wing

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](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/>