



EMPLOYMENT TRIBUNALS

Claimant: X
Respondent: Y
Heard at: London South Employment Tribunal
On: 11, 12, 13, 14, 15, 18, 19, 20 November 2024
Before: Employment Judge Heath
Ms J Forecast
Mr K Murphy

Representation

Claimant: In person
Respondent: Ms A Chute (Counsel)

JUDGMENT

1. The complaint of unauthorised deductions from wages, solely in respect of the claimant's role as company secretary, is well-founded. The respondent made an unauthorised deduction from the claimant's wages on termination of her employment on 11 March 2021.
2. The respondent shall pay the claimant **£250**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The following claims are dismissed on their withdrawal by the claimant (claims are identified by their numbering in the agreed List of Issues attached to the Record of Preliminary Hearing of 9 December 2022 as amended in the Record of Preliminary Hearing of 17 July 2023):

Direct sex discrimination

- a. Claims 5.2.1, 5.2.3 and 5.2.5.

Direct discrimination on the grounds of religion or belief

- b. All claims (5.2.6 to 5.2.10).

Sexual or sex-related harassment

- c. Claim 6.1.8.

Harassment on grounds of religion or belief

- d. All claims (6.1.9 to 6.1.12).

Victimisation

- e. Claims 7.2.6, 7.2.11, 7.2.13 and 7.2.16.
4. All of the remaining claims of unfair dismissal, wrongful dismissal, direct sex discrimination, sexual or sex-related harassment, victimisation, holiday pay and unauthorised deduction from wages are not well-founded and are dismissed.
5. For the avoidance of doubt, all claims other than that at paragraph 1 and 2 above are dismissed, either under paragraph 3 above on their withdrawal, or under paragraph 4 above on their determination by the tribunal.

Employment Judge Heath
Date: 20 November 2024

Sent to the parties on
Date: 21 November 2024

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.

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/>