



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Sophia Calvin

**Respondent:** Glamour Dolls Limited

**Heard at:** Midlands West Employment  
Tribunal (by CVP)

**On:** 12 June 2025

**Before:** Employment Judge A Close

## REPRESENTATION:

**Claimant:** Mrs Alison Calvin-Hodson (Claimant's parent)

**Respondent:** Did not attend

# JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction from the claimant's pay in respect of the period 27 March 2024 to 28 April 2024.
2. The respondent is ordered to pay to the claimant the gross sum of £645 deducted from pay. This order is made on a gross basis but as it is taxable earnings, it may be subject to deductions for tax and employee's national insurance contributions.
3. The respondent failed in its duty to provide the claimant with a written statement of the main terms of employment complying with section 1 Employment Rights Act 1996. Pursuant to section 38 of the Employment Act 2002 the respondent is ordered to pay the claimant the sum of £547.77, being four weeks' gross pay.

**Employment Judge A Close**

12 June 2025

Notes

1. 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.
2. 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.
3. 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/>