



EMPLOYMENT TRIBUNALS

Claimant: Hawa Ibrahim

Respondent: ACG Care Limited

Heard at: East London Hearing Centre (via CVP)

On: 5 November 2025

Before: Employment Judge E Searley

Representation

For the Claimant: Mr Adu-Mensah (Claimant did not attend)

For the Respondent: Mr Ansah

JUDGMENT

1. The complaint of unauthorised deductions from wages in relation to pay in August 2023 is well-founded. The respondent made an unauthorised deduction from the claimant's wages in the period from **29 July 2023** to **23 August 2023**.
2. The respondent shall pay the claimant **£322.50**, which is the gross sum deducted (calculated as 30 hours paid at £10.75 per hour). The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of unauthorised deductions from wages in relation to the claimant's final payment is well-founded. The respondent made unauthorised deductions relating to the DBS check (calculated at £85) and shadowing hours (calculated as 36 hours at £10.75 per hour) from the claimant's wages in the period from **26 November 2023** to **5 December 2023**.

4. The respondent shall pay the claimant **£472.00**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.

**Approved by
Employment Judge E Searley
Date: 6 November 2025**

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

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimant(s) and respondent(s).

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/>