



EMPLOYMENT TRIBUNALS

Claimant: Miss Z Akhtar

Respondent: Times PBS Limited

Heard at: Norwich by CVP

On: 19 November 2025

Before: Employment Judge Warren

REPRESENTATION:

Claimant: Mr R Johns, Counsel

Respondent: Did not attend

JUDGMENT

1. The claimant's claims that she was unfairly dismissed and that she was subjected to detriment for having made Protected Disclosures are dismissed upon having been withdrawn.
2. The claimant's complaint that she was subjected to sex discrimination is well-founded and succeeds. The respondent shall pay the claimant the following sums:
 - a. Compensation for past financial losses: **£34,960**;
 - b. Interest on compensation for past financial losses calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£2,765**;
 - c. Compensation for future financial losses: **£1,590**;
 - d. Compensation for injury to feelings: **£25,000**;
 - e. Interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996: **£3,962**

3. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken on the date the claimant's employment ended. The respondent shall pay the claimant **£1,613**. The claimant is responsible for paying any tax or National Insurance.
4. The complaint of unauthorised deductions from wages is well-founded. The respondent shall pay the claimant **£592**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
5. The respondent has acted unreasonably in not responding to these proceedings. The respondent shall pay the claimant **£5,412** in costs.
6. For the avoidance of doubt, the total payable by the respondent to the claimant, without deduction, under the terms of this Judgment, is **£75,894**.

Approved by:

Employment Judge Warren

25 November 2025

Judgment sent to the parties on:

11 December 2025

For the Tribunal:

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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. If written reasons are provided they will be placed online.

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 claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/