



EMPLOYMENT TRIBUNALS

Claimant: Ms S Ali
Respondent: Paradigm Trust
Heard at: East London Hearing Centre (by CVP)
On: 30 June 2025
Before: Employment Judge Bann

Representation

Claimant: Ms Barakeh, Solicitor
Respondent: Mrs Anderson, Counsel

JUDGMENT

The judgment of the Tribunal is as follows:

Wages

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages in connection with the repayment of training fees on 31 July 2024 and 31 August 2024.
2. The respondent shall pay the claimant **£5000**. This is the net sum owed. Any tax and national insurance contributions owed in respect of this sum is the responsibility of the respondent.
3. The Claimant did not pursue any claim for financial loss incurred as a result of the deductions.

Approved by:
Employment Judge Bann
Dated: 30 June 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 claimants and respondents.

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/>