



EMPLOYMENT TRIBUNALS

Claimant: Miss J Hewitt

Respondent: Elite Hair Lounge Limited

Heard at: London South ET via CVP (video) **On:** 15 December 2025

Before: Employment Judge Beckett
Mr N Saunders
Ms E Whitlam

Appearances:

For claimant: Miss T Meek (claimant's mother)

For respondent: Mr A Williams (solicitor)

JUDGMENT ON REMEDY

The unanimous judgment of the Tribunal is as follows:

1. The respondent is ordered to pay to the claimant the sum of £14,909.38 in respect of her claim for automatic unfair dismissal, made up as follows:

a. Basic Award:	£369.60
b. Compensatory Award:	£14,539.78
2. The respondent is ordered to pay to the claimant the sum of £7,500 in respect of injury to feelings.
3. A 20% uplift applies to the automatic unfair dismissal awards and to the award for injury to feelings for pregnancy and age discrimination.
4. Interest is applied at 8% from the date of the dismissal to the date of this judgment in respect of the compensation for injury to feelings, and from the mid-way point between the discriminatory act and the date of judgment for the automatic unfair dismissal. The interest figures are £1,374.90 and £1,223.46 respectively.
5. The total sum that the respondent must pay the claimant is **£29,489.62**
6. The Employment Protection (Recoupment of Jobseekers' Allowance and Income Support) Regulations 1996 apply to this award:

- a. Prescribed element £14,909.38
- b. Prescribed period 18/01/24 to 15/12/25
- c. Balance to be paid immediately
by the Respondent.

Employment Judge Beckett
Date: 15 December 2025

Sent to the parties on:
Date: 8 April 2026

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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.