



# EMPLOYMENT TRIBUNALS

**Claimant:** Abigail Amponsah

**Respondent:** Principles Recruitment Care Agency Limited

**Heard at:** Bristol (by CVP) **On:** 24 April 2026

**Before:** Employment Judge Gray-Jones

**Representation**

Claimant: Mr Rix, Counsel

Respondent: Mr Firmin, Litigation Consultant

## JUDGMENT

1. The Respondent's application under Rule 21 of the Employment Tribunal Procedure Rules 2024 ("the ET Rules") for permission to present a response out of time is refused.
2. The Respondent having failed to submit a response in time the Tribunal concludes that it has sufficient material to determine judgment and remedy under Rule 22 of the ET Rules.
3. The claim for unauthorized deductions from wages under s.13 Employment Rights Act 1996 is well-founded and succeeds.
4. The claim for discrimination because of the protected characteristic of pregnancy and maternity under s.18 Equality Act 2010 is well-founded and succeeds.
5. The Respondent is ordered to pay the following sums to the Claimant:
  - 1) The sum of **£7304.38** net in respect of unpaid wages from 17 March 2025 – 18 July 2025 (17.57 weeks x £415.73 p/w);
  - 2) An award for injury to feelings of **£6500**;

- 3) Interest on the award for injury to feelings under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 at the rate of 8% per annum from 17 March 2025 – 24 April 2026 (403 days) at a daily rate of £1.43. Total award of interest: **£576.29**.
6. The total award is therefore **£14,380.67**.

---

Approved by Employment Judge D Gray-Jones

---

Date: 05 May 2026

JUDGMENT SENT TO THE PARTIES ON  
19 May 2026