EMPLOYMENT TRIBUNALS

Claimant: **Ms Claudia Christian**

Respondent: **N Jenkins and Sons Limited**

JUDGMENT

Employment Tribunals Procedure Rules 2022 – Rule 22

1. The claim was presented in the Midlands (East) Region of the Employment Tribunals on 3 June 2024. The respondent has failed to present a valid response. Having regard to the information provided by the claimant, a determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.

2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant the gross sum of **£2,463.33**.

3. The respondent has failed to pay the claimant's holiday entitlement upon termination of her employment and must pay the claimant the gross sum of **£500.00**.

4. The respondent subjected the claimant to less favourable treatment because of her sex. The respondent must pay the Claimant compensation for Injury to feelings in the sum of **£4000.00** plus interest of a further **£523.40**.

5. The total award is therefore £7,486.73.

REASONS

1. The claim was properly served on the respondent at its registered address. In fact, the manner in which this claim has been handled by the Tribunal has meant it was served three times on that address in addition to various other communications concerning the proceedings and giving notice of hearings. No response has been presented by the respondent and no contact made at any time.

2. The tribunal has been able to give this judgment because the information provided by the claimant in support of the claim enables it to make a proper determination of the claims, both in terms of the jurisdiction to give judgment, and the nature and extent of the judgment. That includes the claim for injury to feelings which concerned the circumstances of the claimant being ambushed by the employer challenging her about aspects of her driving and performance which had the effect of leaving her

feeling intimidated and coerced and unable to continue working in that employment. Having regard to the nature of the injury, in particular that the emotional effect was that she felt unable to work in that employment and that the impact then affected her ability to contemplate working in similar environments I am able to assess the seriousness of the injury. I have also had regard to the presidential guidance on awards for injury to feelings, the case of Vento v Chief Constable of West Yorkshire Police (No. 2) [2002] EWCA Civ 1871 and other relevant authorities. The figure claimed is well within the range of appropriate awards for the nature of injury incurred.

3. Interest has been calculated in accordance with the Employment Tribunal (Interest on Awards in Discrimination Cases) Regulations 1996 on £4,000 from the date of the discrimination, on 26 February 2024, to the date of judgment, 15 October 2025, at the prescribed rate of 8% (£4000 x 8% x 597 ÷ 365)

4. I have accepted the claimant's calculation for additional hours worked due in the sum of £1833.33. I was unable to reconcile the claim for other deductions beyond the £630 stated in respect of damage to a vehicle. It may be that the claimant has in fact suffered a greater deduction but that is all that could be properly determined from the information before me. Similarly, the claim for accrued but untaken holiday outstanding at termination did not take into account leave actually taken and should have been £500 gross, and not the £600 claimed.

5. The Claimant's claim also originally sought compensation for unfair dismissal. The claimant did not have sufficient qualifying service to bring that claim and it has previously been struck out.

Employment Judge Clark
Date: 15 October 2025

JUDGMENT SENT TO THE PARTIES ON

....17 November 2025.....

AND ENTERED IN THE REGISTER

....Farhan Sheikh.....

FOR THE TRIBUNAL OFFICE