



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms. S Sheikh  
**Respondent:** Montessori (Baby Unit) Ltd  
**Heard at:** Via Cloud Video Platform (Midlands East Region)  
**On:** 26<sup>th</sup> November 2021  
**Before:** Employment Judge Heap (Sitting alone)

## Representation

**Claimant:** Mr. C Giddings – Lay Representative  
**Respondent:** Mr. B Henry - Counsel

## COVID-19 Statement

This has been a remote hearing which has been consented to by the parties. A face to face hearing was not held because no-one requested the same and all issues could be determined in a remote hearing.

# JUDGMENT

1. The claim under case number 2603453/2020 is dismissed on withdrawal by the Claimant.
2. The Respondent made an unauthorised deduction from the Claimant's wages and is Ordered to pay to her the sum of **£4,138.47** net.
3. The Claimant was dismissed in breach of contract and the Respondent is Ordered to pay to her the sum of **£2,326.72** in respect of the notice to which she was entitled upon termination of employment.
4. The Respondent did not pay to the Claimant has accrued but untaken annual leave on the termination of her employment and the Respondent is Ordered to pay to the Claimant the sum of **£923.61** net in respect of that complaint.

5. The Claimant was dismissed by reason of redundancy but was not paid a redundancy payment and the Respondent is Ordered to pay to the Claimant the sum of **£2,462.96**.

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Employment Judge Heap

Date: 6<sup>th</sup> December 2021

**Notes:**

**Public access to employment tribunal decisions**

Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

**Reasons**

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.