



EMPLOYMENT TRIBUNALS

Claimant
Ms R Ali

v

Respondents
(1) Gizit Limited
t/a Elisa Organic and Whole Foods
(2) Mr E Babur

Heard at: Central London Employment Tribunal

On: 29 June 2022

Before: Employment Judge Norris, sitting alone (via CVP)

Representation:

Claimant – Mr A Iossifidis, Caseworker

Respondents – Did not appear/not represented

DEFAULT JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. The name of the First Respondent is amended as set out above.
2. The Respondents have failed to file an ET3 with grounds of resistance in this case.
3. The claims accordingly succeed as follows:
 - a) Against the First Respondent only:
 - i) Unlawful deductions from wages in the sum of £758.34.
 - ii) Failure to pay accrued but untaken holiday in the sum of £178.52.
 - iii) Failure to provide a statement of terms and conditions of employment.
 - b) Against both Respondents:
 - i) Harassment related to the protected characteristics of religion, race and sex, contrary to section 40(1)(a) and/or section 108(2) Equality Act 2010; and
 - ii) Conduct contrary to section 39(7)(b) Equality Act 2010 entitling the Claimant to terminate her employment without notice.
4. The remedy to which the Claimant is entitled in relation to 2a)(iii) and 2b) above will be determined at a Remedy Hearing.

5. The Respondents are entitled to notice of any hearings and decisions, but shall only be entitled to participate in such hearings to the extent permitted by the Employment Judge, in accordance with Rule 21(3) (Schedule 1, Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013).

Employment Judge Norris
Date: 29 June 2022

JUDGMENT SENT TO THE PARTIES ON

29/06/2022.

FOR THE TRIBUNAL OFFICE