



# EMPLOYMENT TRIBUNALS

**Claimants:** Ms E Yakovleva

**Respondent:** Seasons FH Ltd (in voluntary liquidation)

**HELD AT:** London Central Employment Tribunal (Via CVP)      **ON:** Wednesday 11 January 2023

**BEFORE:** Judge Miller-Varey, Mr F Benson and Mr G Bishop

**REPRESENTATION:**

**Claimant:** Represented herself

**Respondent:** No attendance or representation

## JUDGMENT

The judgment of the Tribunal is that:

1. The complaint of unauthorised deductions from pay contrary to Part II of the Employment Rights Act 1996 is well-founded. The Respondent made unauthorised deductions from the Claimant's pay in respect of the period 23 February 2022 to 27 March 2022. The Respondent is ordered to pay the Claimant the gross sum of £700 deducted from pay.
2. The complaint in respect of holiday pay is well-founded. The Respondent is ordered to pay to the Claimant the gross sum of £84.49.
3. The Respondent failed in its duty to provide the Claimant with a written statement of the main terms of employment. Pursuant to section 38 Employment Act 2002 the above award is increased by the sum of £700 being four week's gross pay.
4. The Respondent subjected the Claimant to direct race discrimination by failing to pay her any wages.
5. The Respondent subjected the Claimant to harassment, relating to her race.

6. The Respondent shall pay compensation for unlawful discrimination and harassment in the sum of £2,124.70 (which is inclusive of interest in the sum of £124.70).
7. The Recoupment provisions do not apply.

Tribunal Judge Miller-Varey  
acting as a Judge of the Employment Tribunal

11 January 2023

JUDGMENT SENT TO THE PARTIES ON  
11/01/2023

FOR THE TRIBUNAL OFFICE

Notes

1. 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 (no such request was made) or a written request is presented by either party within 14 days of the sending of this written record of the decision.
3. 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.