



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms J Seale

**Respondent:** Mrs F Parisi trading as Beauty Within

**Heard at:** Manchester

**On:** 2 September 2024  
3 and 4 September 2024

**Before:** Employment Judge Ross  
Ms N T Dowling  
Mr B J McCaughey

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Mr Cater, Employment Law Consultant

# JUDGMENT

It is the unanimous judgment Tribunal that:-

1. The claimant's claim for unlawful deduction from wages for 98 hours unpaid breaks in the sum of £1,078 is not well founded and fails.
2. The claimant's claim that she was unfavourably treated because of something arising in consequence of disability when she was dismissed, pursuant to Section 15 Equality Act 2010 is well founded and succeeds.
3. The claimant's claim for failure to provide written particulars of employment pursuant to Section 1 Employment Rights Act 1996 is well founded and succeeds.

4. The case will proceed to a remedy hearing on Monday 25 November 2024 at Employment Tribunals, Alexandra House, 14 – 22 The Parsonage, Manchester, M3 2JA with an estimated length of hearing of one day starting at 10.00 am.

Employment Judge Ross

Date: 10 September 2024

JUDGMENT SENT TO THE PARTIES ON  
Date: 12 September 2024

FOR THE TRIBUNAL OFFICE

#### **Notes**

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.

#### **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.

#### **Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>