



EMPLOYMENT TRIBUNALS

Claimant: Itvinder Singh Hayre

Respondent: Equal Education Limited

Heard at: London Central Employment Tribunal **On:** 7 September 2018

Before: Employment Judge Walker

Representation

Claimant: In person

Respondent: Ms R Thomas of Counsel

JUDGMENT

- 1) The Claimant's claim for unfairly dismissal succeeds and the Respondent is ordered to pay the Claimant a total of £1,478 by way of compensation for this being a Basic Award of £978 and a Compensatory Award of £500.
- 2) The Claimant's claim for unlawful deduction from wages succeeds and the Respondent is ordered to pay the Claimant the net sum of £8,803.84. The Respondent must in addition pay to HMRC such sum as may be the tax and national insurance due on that sum and must provide proper and satisfactory evidence of the same having been paid to HMRC to the Claimant.
- 3) The Respondent is further ordered to pay to the Claimant a sum of £978 being two weeks' pay pursuant to section 38 of the Employment Act 2002 Act as the Respondent failed to provide the Claimant with a written Statement of Particulars Terms and Conditions of Employment as required by section 1 of the Employment Rights Act 1996.
- 4) The Claimant's claim for breach of contract in relation to a bonus fails and is dismissed;

and

- 5) the Respondent's counterclaim against the Claimant fails and is dismissed.

Employment Judge Walker

Date 14 September 2018

JUDGMENT SENT TO THE PARTIES ON

14 September 2018

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FOR THE TRIBUNAL OFFICE

Note

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.