



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms B Malyan

**Respondent:** Bloom Fashion and Design Limited  
(Company Number 13732171)

**Heard at:** Croydon (via CVP) **On:** 4/12/2024

**Before:** Employment Judge Wright

## Representation

Claimant: In person

Respondent: Did not attend and did not send written representations

# JUDGMENT

The claimant's claims are well-founded and succeed. The following sums are awarded:

£2,192.50 representing statutory redundancy pay;

£3,277.12 representing loss of salary due to unfair dismissal;

£450 representing loss of statutory rights

20% uplift s.124A Employment Rights Act 1996

Sub total     £7,103.54

£3,820.72 representing unpaid salary (maternity pay) (May, June and July 2023);

£438.46 x 5 weeks = £2,192.30 representing notice pay;

£112 x 18 days = £2,016 representing accrued holiday pay;

A total gross sum of **£15,132.56**.

The claimant is to account to HRMC.

Employment Judge Wright

Date: 4/12/2024

JUDGMENT SENT TO THE PARTIES ON  
24/01/2025

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/>