



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs M E William

**Respondent:** Sugarman Health and Wellbeing Limited

**Heard at:** Cardiff

**On:** 18 September 2018

**Before:** Employment Judge Vernon  
Mrs M Walters  
Ms K George

**Representation**

Claimant: In person

Respondent: Miss S Lovell (Solicitor)

## JUDGMENT

The unanimous Judgment of the Tribunal is as follows:

1. On the Claimant's claim of unlawful deductions from wages contrary to section 13 of the Employment Rights Act:
  - a) The Complaint is well founded and succeeds;
  - b) The Respondent shall pay to the Claimant the sum of £45.25 (gross) in accordance with section 24 of the Employment Rights Act 1996.
2. On the Claimant's claim for holiday pay pursuant to the Working Time Regulations 1998:
  - a) The complaint is well founded and succeeds;
  - b) The Respondent shall pay to the Claimant the sum of £409.50 calculated in accordance with Regulation 14 of the Working Time Regulations 1998.
3. The Claimant's claim of direct race discrimination fails and is dismissed.
4. The Claimant's claim of indirect race discrimination fails and is dismissed.

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Employment Judge Vernon

Date 18 September 2018

JUDGMENT SENT TO THE PARTIES ON

.....06 October 2018.....

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FOR THE TRIBUNAL OFFICE

**Note**

Written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

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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.