



EMPLOYMENT TRIBUNALS

Claimant: Mr Ekundayo

Respondent: iGuard Security Ltd

Heard at: Manchester (by CVP)

On: 20 November 2024

Before: Employment Judge Childe

REPRESENTATION:

Claimant: In person

Respondent: No attendance

JUDGMENT

The judgment of the Tribunal is as follows:

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made an unauthorised deduction from the claimant's wages due in December 2023, in April 2023.
2. The respondent shall pay the claimant **£2,135.60**, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
4. The complaint of direct race discrimination is well founded and succeeds. The respondent shall pay to the claimant compensation for injury to feelings in the sum of **£5,000**.

**Employment Judge Childe
20 November 2024**

Judgment sent to the parties on:

29 November 2024

For the Tribunal:

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Note

Reasons for the judgment were given orally at the hearing. Written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.



NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990 ARTICLE 12

Case number: **2402689/2024**

Name of case: **Mr A Ekundayo** v **iGuard Security Ltd**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 29 November 2024

the calculation day in this case is: 30 November 2024

the stipulated rate of interest is: **8% per annum.**

For the Employment Tribunal Office