



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms G Bishop  
**Respondent:** The Workshop Coffee House Ltd  
**Heard at:** East London Hearing Centre (by telephone)  
**On:** 22nd November 2022  
**Before:** Tribunal Judge Overton, acting as an Employment Judge

## Representation

**Claimant:** Ms K Lennon, paralegal  
**Respondent:** Mr B Mirza, Director of the Respondent

# JUDGMENT

1. The Respondent ('The Workshop Coffee House') is substituted by 'The Workshop Coffee House Ltd' under rule 34 of the Employment Tribunals Rules of Procedure 2013.
2. The preliminary hearing conducted by telephone was converted to a final hearing under rule 48 of the Employment Tribunals Rules of Procedure 2013.
3. The Claimant's claims of unauthorised deductions from wages and unpaid accrued untaken holiday succeed under rule 21 because the claims were not responded to. The Respondent is ordered to pay £216.41.
4. The Claimant's claim of wrongful dismissal succeeds under rule 21 because the claims were not responded to. The Respondent is ordered to pay £234.36.
5. The Claimant's claims of Automatic Unfair Dismissal succeed under rule 21 because the claims were not responded to. The Respondent is ordered to pay £8,765.10. Recoupment applies as the Claimant was in receipt of benefits in the prescribed period. The details are set out below.
6. The Claimant's claim of pregnancy discrimination succeeds under rule 21 because the claim was not responded to. Compensation will be determined

at a separate remedies hearing to be held by CVP (video) on Monday **12<sup>th</sup> December 2022** for 2 hours from **10am**.

Breach of contract (Notice Pay)	1 week (19/03/22 – 25/03/22)	£234.36
Unauthorised Deduction from Wages and Breach of Working Time Regulations 2008		£216.14
Automatic Unfair Dismissal – compensatory award	34 weeks (26/03/22 – 18/11/22) x £234.36	£7,968.24
ACAS uplift	10%	£796.82
Prescribed element		£8,765.06
Prescribed period	26/03/22 – 18/11/22	
Total amount of award		£9,215.56
Balance		£450.50

**Tribunal Judge Overton, acting as  
an Employment Judge  
Dated: 28 November 2022**