



EMPLOYMENT TRIBUNALS

Claimant: Ms E Gospodarek

Respondent: Ms L Gallova trading as No Creases Harmony

Heard at: Nottingham (by CVP)

On: 18 November 2025

Before: Employment Judge Quickfall

Representation

Claimant: Mrs Marta Inkin, Advanced Paralegal under CILEX

Respondent: Mr M Rahman, Litigation Consultant

JUDGMENT

1. The claims of unfair dismissal, wrongful dismissal, unpaid holiday pay and unlawful deduction from wages succeed.
2. In relation to the unfair dismissal claim, the respondent shall pay the claimant a basic award in the agreed sum of £680.00 and a compensatory award in the assessed net sum of £1,185.00.
3. In relation to the claim for an ACAS uplift on the compensatory award made in respect of the claim of unfair dismissal for breaches of the ACAS Code of Practice on Disciplinary and Grievance Procedures, the respondent shall pay the claimant the amount of £177.75, comprising 15% of the compensatory award.¹
4. In relation to the wrongful dismissal claim, the respondent shall pay the claimant notice pay in the agreed gross sum of £680.00 subject to any deductions for income tax and national insurance as appropriate and to be calculated by the respondent.
5. In relation to the holiday pay claim, the respondent shall pay the claimant the agreed gross sum of £521.64 subject to any deductions for income tax and national insurance as appropriate and to be calculated by the respondent.
6. In relation to the unpaid wages claim, the respondent shall pay the claimant the agreed net sum of £89.82.

¹ This is less than the amount of £473.47 canvassed in the hearing because that figure mistakenly applied the ACAS uplift to all heads of claim. However, in her Schedule of Loss, the claimant has only contended for an ACAS uplift on the compensatory award for breaches of the ACAS Code of Practice on Disciplinary and Grievance Procedures. The assessed uplift of 15% was determined solely in relation to breaches of that Code.

Approved by:

Employment Judge Quickfall

Date: 20 November 2025

JUDGMENT SENT TO THE PARTIES ON

.....29 December 2025.....

.....Farhan Sheikh.....

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. If written reasons are provided, they will be placed online.

All judgments (apart from judgments under Rule 52) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/