

Case Numbers: 2600856/2023  
2600857/2023  
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2600859/2023  
2600860/2023  
2600861/2023



# EMPLOYMENT TRIBUNALS

**Claimants:** Mr James Randles (1)  
Mr Ryan Straw (2)  
Mr Marc Newson (3)  
Mr Luke Wilson (4)  
Mr Kieran Read (5)  
Mr Thomas MacLeod (6)

**Respondents:** Mr Charlie Price (1)  
Alternative Educational Support Services Limited (2)  
Digital Bleu Limited (3)

## JUDGMENT

Employment Tribunals Rules of Procedure 2013 – Rule 21

1. This multiple claim was issued in the Midlands (East) Employment Tribunal on 5 April 2023.
2. The respondents have failed to present a response. The Employment Judge has decided that a determination can properly be made of each of the claimant's claims in accordance with rule 21 of the Rules of Procedure as set out below.
3. The hearing listed to determine all claims 7 August 2023 is cancelled.

Mr James Randles (2600856/2023)

4. The claimant suffered unauthorised deductions from wages and the respondents must pay the claimant **£1330.00** gross.
5. The respondents were in breach of s.38 of the Employment Act 2002 and shall pay the claimant 2 weeks wages in the sum of **£200** net.

Mr Ryan Straw (2600857/2023)

6. The claimant suffered unauthorised deductions from wages and the respondents must pay the claimant **£2370.00** gross.

7. The claimant suffered a breach of contract in respect of the payment of expenses incurred. The respondents must pay the claimant damages in the sum of **£374**.
8. The respondents were in breach of s.38 of the Employment Act 2002 and shall pay the claimant 2 weeks wages in the sum of **£300** net.

Mr Marc Newson (2600858/2023)

9. The claimant suffered unauthorised deductions from wages and the respondents must pay the claimant **£390.00** gross.
10. The respondents were in breach of s.38 of the Employment Act 2002 and shall pay the claimant 2 weeks wages in the sum of **£200** net.

Mr Luke Wilson (2600859/2023)

11. The claimant suffered unauthorised deductions from wages and the respondents must pay the claimant **£1600.00** gross.
12. The respondents were in breach of s.38 of the Employment Act 2002 and shall pay the claimant 2 weeks wages in the sum of **£200** net.

Mr Kieran Read (2600860/2023)

13. The claimant suffered unauthorised deductions from wages and the respondents must pay the claimant **£1440.00** gross.
14. The respondents were in breach of s.38 of the Employment Act 2002 and shall pay the claimant 2 weeks wages in the sum of **£200** net.

Mr Thomas Mcleod (2600861/2023)

15. The claimant suffered unauthorised deductions from wages and the respondents must pay the claimant **£1190.00** gross.
16. The respondents were in breach of s.38 of the Employment Act 2002 and shall pay the claimant 2 weeks wages in the sum of **£200** net.

Employment Judge Clark  
Date: 19 July 2023