



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Emily Parker

**Respondents**  
(1) Cycle-R  
(2) Mandy Taylor (Trustee)  
(3) Stuart Russell Taylor (Trustee) - (wrongly named as Stuart Russell)  
(4) Richard Lawrence (Trustee)

**Heard at:** Birmingham via CVP    **On:** 7 December 2023

## Appearances

For the claimant: **In person**

For the respondents: 1. **Stuart Russell Taylor**  
2. **In person**  
3. **In person**  
4. **In person**

# JUDGMENT

## BY CONSENT

1. The 2<sup>nd</sup>, 3<sup>rd</sup> and 4<sup>th</sup> Respondents are all dismissed from the claim
2. The respondent has made an unauthorised deduction from the claimant's wages and is ordered to pay the claimant the gross sum of **£869.40**.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent is ordered to pay damages to the claimant in the sum of **£1119.00**.

4. The respondent has failed to pay the claimant's holiday entitlement and is ordered to pay the claimant the sum of **£142.83**.

5. Pursuant to section 24(2) of the ERA 1996 the Tribunal awards the claimant the cost of confirming details of MAT1 form and is ordered to pay the claimant the sum of **£30.00**.

6. Pursuant to section 24(2) of the ERA 1996 the Tribunal awards the claimant direct debit and administration fees and is ordered to pay the claimant the sum of **£38.00**.

7. The total sum payable by the respondent to the claimant is **£2199.23**

The sums payable above are the gross amounts to be paid and the claimant is responsible for any income tax and National Insurance contributions thereon.

Employment Judge J Algazy KC

7 December 2023

