



EMPLOYMENT TRIBUNALS

Claimant: Mr M Bentham

Respondent: Cheshire Sports Coaching Ltd

Heard at: Midlands West by CVP **On:** 8 August 2024

Before: Employment Judge Hindmarch

Appearances

For the Claimant: In Person

For the Respondent: Did not attend

JUDGMENT

1. The complaint of unfair dismissal is dismissed on withdrawal

Notice Pay

2. The complaint of breach of contract in relation to notice pay is well-founded.
3. The Respondent shall pay the Claimant £4409.80 as damages for breach of contract. This figure has been calculated using gross pay to reflect the likelihood that the Claimant will have to pay tax on it as Post-Employment Notice Pay.

Holiday Pay

4. The complaint in respect of holiday pay is well-founded. The Respondent made an unauthorised deduction from the Claimant's wages by failing to pay the Claimant for holidays accrued but not taken on the date the Claimant's employment ended.
5. The Respondent shall pay the Claimant £926.06. The Claimant is responsible for paying any tax or National Insurance.

Redundancy Payment

6. Under section 163 Employment Rights Act 1996 it is determined that the Claimant is entitled to a redundancy payment of £6173.72.

Case Number: 1305829/2023

Employment Judge Hindmarch

8 August 2024

