



EMPLOYMENT TRIBUNALS

Claimant: Mrs A Fletcher

Respondent: The Vocational Academy Essex Limited

Heard at: Leeds by CVP

On: 23 May 2025

Before: Employment Judge Jaleel

Representation

Claimant: In person

Respondent: Did not attend

JUDGMENT ON LIABILITY AND REMEDY

1. The respondent did not attend the hearing. The hearing should proceed in absence of the respondent, after considering Rule 47 of the 2013 Rules. I was satisfied that the respondent had adequate notice of the hearing and the claim as a whole. Taking this into account and bearing in mind the overriding objective, the hearing proceeded in absence of the respondent.
2. The name of the respondent is amended to The Vocational Academy Essex Limited.
3. The claimant's claim for unpaid wages from 1 October 2024 to 1 November 2024 is well founded and succeeds.
4. The claimant's claim for breach of contract for failure to pay notice pay is well founded and succeeds.
5. The claimant's claim for failure to pay accrued but untaken holiday on termination of employment is well founded and succeeds
6. The Respondent is ordered to pay the claimant the following amounts:
 - a. Unpaid Wages £1,247.69 being the gross sum deducted.

- b. Notice pay of £288.00 being the gross sum due,
- c. Holiday pay of £144.00 being the gross sum due.

TOTAL AWARD £1,679.69

Employment Judge Jaleel

Date 23 May 2025

02/06/2025

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FOR EMPLOYMENT TRIBUNALS

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.

Public access to employment tribunal decisions

Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>