



EMPLOYMENT TRIBUNALS

Claimant: Ian Ratcliffe

Respondent: The Spotted Cow

Heard at: Nottingham

On: 6 August 2025

Before: Employment Judge L Brown

REPRESENTATION:

Claimant: In person.

Respondent: Did not attend.

JUDGMENT

1.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.

2.The respondent shall pay the claimant **£397.60**. The claimant is responsible for paying any tax or National Insurance.

3.When the proceedings were begun the respondent was in breach of its duty to provide the claimant with a written statement of employment particulars.

4.It is just and equitable to make an award of an amount equal to four weeks' gross pay. In accordance with section 38 Employment Act 2002 the respondent shall therefore pay the claimant **£251.68**.

Approved by:

Employment Judge Brown

8 August 2025

Judgment sent to the parties on:

.....19 August 2025.....

For the Tribunal:

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