



EMPLOYMENT TRIBUNALS

Claimant: Miss J Parkin

Respondent: The Gymnastics Academy

Heard at Leeds by CVP

On: 6 August 2025
Before:

Employment Judge Shulman

Representation

Claimant: In person

Respondent: Did not appear, was not represented and did not file a response

RESERVED JUDGMENT

1. The proper title of the respondent is The Gymnastics Academy of 5 West Vale, Geldard Trading Estate, Leeds LS12 6BD.
2. The respondent shall pay the claimant the sum of £6,334.03, being unauthorised deduction of wages.

REASONS

1. Claim

- 1.1. Unauthorised deduction of wages.

2. Issue

The issue in this case is whether or not the respondent made unauthorised deduction of wages.

3. Facts

The Tribunal having carefully reviewed all the evidence (both oral and documentary) before it finds the following facts (proved on the balance of probabilities):

- 3.1. The claimant described her occupation as sales, administration, reception and cleaning. She was employed by the respondent from 4 November 2024 until 30 April 2025.
- 3.2. For the month of February 2025 the claimant says she is owed £2,800.00 by way of unauthorised deduction of wages.
- 3.3. For the month of March 2025 the claimant says she is owed £1,800.00 by way of unauthorised deduction of wages.
- 3.4. For the month of April 2025 the claimant says she is owed £1,428.00 by way of unauthorised deduction of wages.
- 3.5. The claimant says she is owed expenses in the sum of £306.03 as per the schedule attached to this Judgment and Reasons which can also be unauthorised deduction of wages.
- 3.6. The grand total of sums which the claimant says the respondent owes the claimant is £6,334.03.

4. Determination of the Issue

(After listening to the factual and legal submissions made by and on behalf of the claimant):

- 4.1. The Tribunal finds that the respondent has not paid the claimant the sum of £6,334.03, which the Tribunal also finds is due from the respondent to the claimant. In all the circumstances the Tribunal finds that the respondent shall pay the claimant the said sum of £6,334.03 by way of unauthorised deduction of wages.

Approved by Employment Judge Shulman

Date 10 September 2025

RESERVED JUDGMENT & REASONS SENT TO
THE PARTIES ON

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FOR EMPLOYMENT TRIBUNALS

Judgments and reasons for the judgments are published, in full, online at shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

SCHEDULE OF EXPENSES

Journeys

26/01/2025 - £14.99 – 6 blackwood avenue, LS16 7BN – West Vale, Holbeck LS12 – taxi was ordered as I was covering a shift last minute and was told I would get reimbursed.

03/02/2025 – Uber - £9.60 – 1 barnsdale road, Castleford, WF10 5NQ – Castleford WF10 4TA – I was working at xscape for The Gymnastics Academy, I was sent to Castleford to cover as the receptionist walked out. Hotel – Xscape (the gymnastics academy is in xscape)

12/02/2025 – Uber - £4.63 – Castleford WF10 5DN – Colorado Way, Castleford WF10 4TA – Train station to Xscape to cover

13/02/2025 – Uber - £14.92 – Leeds to home from the Gymnastics Academy as there was no trains.

14/02/2025 – Train - £5.90 – Leeds to Castleford – cover shift as staff walked out.

17/02/2025 – Uber - £20.00 Mfg Copperfield – Had to cover so had to get a taxi as member of staff walked out (this happens a lot at this establishment)

13/02/2025 – Uber - £14.92 – Aire street, LS1 4HT – 6 Blackwood Avenue – Walked from work to town as no buses or trains were running due to me working so late, I had to get a taxi home.

25/02/2025 – Uber - £21.99 – LGI – mums – mums after working in the hospital (which I have a picture of me sitting in the waiting room with my head wide open, working) taxi was promised to reimburse due to me still working.

01/03/2025 – Uber - £14.98 – 6 blackwood avenue to 5 West vale, LS12 6BD – I was covering a taxi to work, as it was asked last minute.

03/03/2025 - £9.60 – Train – Horsforth to Huddersfield to cover the academy they have in Huddersfield as someone did not turn up last minute on opening night.

07/03/2025 - £17.30 – Horsforth to Meadowhall – Train – To work in meadowhall doing sales for The Gymnastics Academy.

08/03/2025 - £15.20 – Horsforth to Meadowhall – Train – Cover for reception as the receptionist walked out and it was opening day.

09/03/2025 - £15.20 – Horsforth to Meadowhall – train – Cover for reception as the receptionist walked out

10/03/2025 – Leeds to Meadowhall – Train - £6.30 – Train – Sales for Gymnastics Academy

12/03/2025 - £5.30 – Train – Leeds to Castleford to cover.

13/03/2025 - £18.70 – Taxi – Manchester Academy to Manchester hotel – Taxi in the morning at 5am, no public transport.

14/03/2025 - £19.30 – Train – Leeds to Manchester – To help set up opening of new academy and do sales down there.

16/03/2025 - £19.00 – Bank transfer – paid to Jordan Buchan (Manager) – who paid for my taxi from the the hotel to Manchester academy but then asked for it back to pay for his petrol because his card was declined at the pump, but I only agreed if I get it back.

14/03/2025 - £58.20 – Hotel – Britannia Manchester City centre hotel – had to book as they made me work until 1am helping build the new academy, and needed me back by 5am next morning. Promised would be reimbursed but again nothing.

I also have messages recently from a current member of staff who they have underpaid by £1,400. He will be contacting ACAS.

I have a picture of me in hospital with my head cut open and still working. If any of this is needed.