



EMPLOYMENT TRIBUNALS

Claimant: Mrs K Bains

Respondent: Fly Studios Ltd

Heard at: Birmingham (by CVP)

On: 10 September 2025

Before: Employment Judge Maxwell

Appearances

For the claimant: in person

For the respondent: no attendance

JUDGMENT

1. The Claimant's unfair dismissal claim is well-founded and succeeds. She is entitled to:
 - 1.1 a basic award of £4,153.77;
 - 1.2 a compensatory award of £7,802.27.
2. The Claimant's redundancy pay claim is not well founded and is dismissed.
3. The Claimant's claim for unlawful deductions is well founded and succeeds. She is entitled to:
 - 3.1 £891.76 net for unpaid wages;
 - 3.2 £1,440 gross for unpaid pension contributions.
4. The Claimant's claim for breach of contract with respect to notice pay is well founded and succeeds. She is entitled to damages of £2,305.98 net.
5. The Claimant's claim for unpaid accrued Annual leave is well founded and succeeds. She is entitled to £516.94 gross.

Case Number: 6003383/2025

Approved by: **EJ Maxwell**

Date: 10 September 2025