



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Ellis

**Respondent:** GB&I Ltd (Company Number 11438226)

**Heard at:** Croydon (via CVP)

**On:** 30/9/2024 – 3/10/2024

**Before:** Employment Judge Wright  
Ms J Cook  
Mr T Harrington-Roberts

**Representation**

Claimant: Mr Frater - consultant

Respondent: Mr N Smith - counsel

## JUDGMENT

It is the unanimous Judgment of the Tribunal that the claimant's claim of unauthorised deductions from wages under Part II of the Employment Rights Act 1996 (ERA) and of unlawful discrimination contrary to the Equality Act 2010 (EQA) s.15 and s.26 are not well founded. They therefore fail and are dismissed.

The claim under s.1 ERA is dismissed upon withdrawal.

Employment Judge Wright

Date: 04/10/2024

Judgment sent to the parties on

Date: 07/10/2024

**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**

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**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/>