



EMPLOYMENT TRIBUNALS

Claimant: Mr O Olaogun
Respondent: Leatherback Ltd
Heard at: East London Hearing Centre
On: 15 and 16 July 2025
Before: Tribunal Judge Overton

Representation

Claimant: in person
Respondent: no attendance

JUDGMENT

1. Following a hearing by video ('CVP') at which the Respondent was not in attendance and for which the respondent had not entered a response (ET3), I find the following:
2. The complaint of constructive unfair dismissal is well-founded. The claimant was unfairly dismissed.
3. The respondent shall pay the claimant the following sums:
 - (a) A basic award of £2,157.
 - (b) A compensatory award of £15,760.48 for the period 21.12.2024 to 30.06.2025 (consisting loss of earnings of £14,629.61, loss of employer pension contributions of £690.90, loss of statutory rights of £350 and expenses of £89.97).
 - (c) Please note that these are the actual sums payable to the claimant after any deductions or uplifts have been applied.
4. The complaint of breach of contract is well-founded. The claimant is owed bonus payments for the period June 2022 to December 2022.
5. The claimant is owed the sum of £28,687.50 in bonus payments by the respondent. This figure represents the gross sum owing to the claimant. The Employment Tribunal is limited to awarding a maximum of £25,000 for a breach of contract claim. The claimant is therefore awarded the gross sum of £25,000 for breach of contract, payable by the respondent.

Approved by:

Tribunal Judge Overton sitting as an
Employment Judge

16 July 2025

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 here:

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