



EMPLOYMENT TRIBUNALS

Claimant: Miss Bethany Stones

Respondent: NikNick Leisure Ltd

Heard at: Leeds by CVP

On: 18 December 2025

Before: Employment Judge Maidment

Representation

Claimant: In person

Respondent: Mr J Bower, director (no appearance entered)

JUDGMENT

1. The respondent made unauthorised deductions from the claimant's wages. The respondent is ordered to pay to the claimant the sums of £20 deducted from her wages and £273.28 in respect of accrued but untaken holiday entitlement as at the termination of her employment.
2. The claimant was (automatically) unfairly dismissed for asserting a statutory right in respect of sick pay entitlement. As compensation for unfair dismissal, the respondent is ordered to pay to the claimant a compensatory award in the sum of £439.47.

Employment Judge Maidment

Date 18 December 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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/>