



EMPLOYMENT TRIBUNALS

Claimant: **Mr W Westaway**

Respondent: **Oxford Active Limited**

Heard at: Watford Employment Tribunal (in public; by CVP)
On: 8 January 2026
Before: Employment Judge Wilkinson

Representation:

For the claimant: in person
For the respondent: Miss N Nicholson (litigation consultant)

JUDGMENT

1. The claimant's claim for unlawful deduction of wages succeeds and the respondent must pay the claimant £3,502.15 (gross) within 14 days of the date of this judgment unless otherwise agreed.
2. The claimant's claim for unpaid expenses succeeds and the respondent must pay the claimant £680.19 within 14 days of the date of the judgment unless otherwise agreed.
3. The claimant's application for a costs order is refused.

Approved electronically by:
Employment Judge Wilkinson

On:
8 January 2026

JUDGMENT SENT TO THE PARTIES ON
12 January 2026

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FOR THE TRIBUNAL OFFICE