



# 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