



EMPLOYMENT TRIBUNALS

Claimant: Mr R Javian-Lennard

Respondent: Mind in Croydon Limited

Heard at: London South (by video)

On: 8-10 December 2025

Before: Employment Judge Corrigan

Appearances

For the claimant: In person

For the respondent: Mr C Kennedy, Counsel

Judgment

1. The claimant was not constructively unfairly dismissed by the respondent.
2. The claimant's claim of unlawful deduction of wages is not well-founded.
3. The claims are dismissed.

Approved by
Employment Judge Corrigan
10th December 2025

Judgment sent to the parties on:
20th February 2026
For the Tribunal Office

Note

Written reasons will not be provided unless 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 Judgments

All judgments and written reasons for the judgments are published online shortly after a copy has been sent to the Claimant(s) and Respondent(s) in a case. They can be found at: www.gov.uk/employment-tribunal-decisions.

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/>