



EMPLOYMENT TRIBUNALS

First Claimant : Ms E Harper
Second Claimant : Ms G Mander

Respondent: The Potting Shed Limited

Heard at: Leeds by CVP Video Link On: 18 March 2026

Before : Employment Judge Shepherd

Appearances

For the claimants : In Person
For the respondent : No Appearance

JUDGMENT

The Judgment of the Tribunal is that :

The claims of unauthorized deduction from wages are well-founded and the respondent is ordered to pay the claimants the following sums:

1. Ms E Harper – case number 1806680/2025 - £539.84 together with a further award for failure to provide written terms and conditions of employment under section 38 of the Employment Act 2002 – 4 weeks gross pay £421.28 making a total of £961.12 to be paid by the respondent to the first claimant
2. Ms G Mander – case number 1806681/2025 £2,113.00 together with a further award for failure to provide written terms and conditions of employment under section 38 of the Employment ACT 2002 – 4 weeks gross pay - £1,364.32 making a total of £3,447.32 to be paid by the respondent to the second claimant.

Employment Judge Shepherd
Date: 18 March 2026

Notes

Summary reasons for the judgment having been given orally at the hearing, written summary 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 (with exception of summary 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/>