



# EMPLOYMENT TRIBUNALS

**Claimant:** S Gibb  
**Respondent:** New Leaf ASP Ltd

**HELD AT:** Newcastle by CVP **ON:** 25 and 26 March 2026  
**BEFORE:** Employment Judge Aspden

**REPRESENTATION:**

**Claimant:** Ms Evanson, counsel  
**Respondent:** Ms Majithia, counsel

## JUDGMENT

1. The claimant's complaint that the respondent unfairly dismissed him is well founded.
2. The Respondent is ordered to pay to the Claimant £5,113.69 as compensation. This comprises a basic award of £2,492.32 and a compensatory award of £2,621.37.
3. The recoupment regulations do not apply.
4. The complaint that the respondent made unauthorised deductions from the claimant's wages is dismissed, having been withdrawn by the claimant.

Employment Judge Aspden

Date 26 March 2026

**Notes**

Summary reasons for the judgment were given orally at the hearing. Written summary reasons will not be provided unless a party asked for them at the hearing or makes a written request which the Tribunal receives within 14 days of sending this written record of the decision.