



EMPLOYMENT TRIBUNALS

First Claimant: Ms Elena Matthews

Respondent: The Ledward Centre CIC

Heard at: London South by CVP **On:** 15 April 2026

Before: Employment Judge Sekhon (sitting alone)

Representation

Claimant: In person

Respondent: Mr Ishaq, Litigation Consultant

JUDGMENT

The Judgment of the Tribunal is that: -

1. The complaint of unauthorised deductions from wages is well-founded. The respondent made unauthorised deductions from the claimant's wages between 15 July 2025 and 15 November 2025. The respondent shall pay the claimant **£12,500** gross. The claimant is responsible for the payment of any tax or National Insurance.
2. The complaint in respect of holiday pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages by failing to pay the claimant for holidays accrued but not taken between 24 March 2025 and 19 November 2025. The respondent shall pay the claimant **£1,576.45** gross. The claimant is responsible for the payment of any tax or National Insurance.
3. The complaint in respect of pension pay is well-founded. The respondent made an unauthorised deduction from the claimant's wages for pension pay totalling **£525** gross. The claimant is responsible for the payment of any tax or National Insurance.
4. The respondent failed to give the claimant written itemised pay statements as required by section 8 Employment Rights Act 1996 for the periods 15 July 2025 to the date of this hearing, 15 April 2026. No award of compensation is made for the failure to provide written itemised pay statements.

5. The respondent is not found to be in breach of the failure to comply with section 1 of the Employment Rights Act 1996. No award is therefore payable to the claimant in accordance with section 38 of Employment Act 2002.
6. In respect of sums set out at paragraphs 1, 2 and 3 above, the respondent must pay the claimant the sum of **£14,601.45** within the next 14 days. The claimant is responsible for the payment of any tax or National Insurance.

Employment Judge Sekhon
Date: 15 April 2026

Sent to the parties on:
Date: 18 April 2026

Notes

Reasons for the judgment having been given orally at the hearing, written 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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/