



EMPLOYMENT TRIBUNALS

Claimant: Mr A Akindele

Respondent: EBITS LLP

Heard at: Reading by CVP

On: 2 April 2026

Before: Judge Dobbie

Representation

Claimant: In person

Respondent: Ms A Beattie – Litigation Manager

JUDGMENT

1. For the Reasons given orally on 2 April 2026:
 - (a) The Claimant's claim for wages / breach of contract for paternity leave pay has no reasonable prospect of success and is dismissed;
 - (b) The Respondent's application to strike out the Claimant's unfair dismissal claims is dismissed because those claims have some reasonable prospect of success; and
 - (c) The Claimant's application to strike out the Respondent's response is dismissed.
2. The Claimant's claim for four days' sick pay claimed as both wages and breach of contract is dismissed upon withdrawal.

Approved by:
Employment Judge Dobbie

Date 15 April 2026

JUDGMENT SENT TO THE PARTIES ON
23 April 2026

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, 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.

The reasons given orally were the summary reasons. If a request for written reasons is made (within the time limit), the Tribunal might choose to supply written summary reasons or else the Tribunal might choose to provide the written full reasons.

If written summary reasons are provided, then written full reasons will not be provided unless requested by any party by a written request received by the Tribunal within 14 days of the sending of the written summary reasons.

Public access to employment tribunal decisions

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.

If there are written full reasons for the judgment, they are also published. Written summary reasons are not published.

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/>