



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr J Hardman

**Respondent:** Sprint Active Education Limited

**Heard at:** Birmingham Tribunal (by CVP)

**On:** 23 April 2026

**Before:** Employment Judge McGough

## REPRESENTATION:

**Claimant:** In person

**Respondent:** Did not appear / was not represented

## JUDGMENT

- 1 The Claimant's claim for unauthorised deductions from wages is well founded and succeeds.
- 2 The Respondent made an unauthorised deduction from the Claimant's wages in the period from 26 April 2025 to 30 May 2025.
- 3 The Respondent also made an unauthorised deduction from the Claimant's wages by failing to pay the Claimant for six days' holiday accrued but not taken on the date the Claimant's employment ended.
- 4 The Respondent is ordered to pay the Claimant the **net** sum of £1,574.58. This is the sum set out on the Claimant's payslip dated 31 May 2025 (for the period 26 April 2025 to 25 May 2025) from which tax and National Insurance has already been deducted.
- 5 The Respondent is also ordered to pay the Claimant the following **gross** sums:
  - 5.1 £384.61 in respect of wages for the period 26 – 30 May 2025; and
  - 5.2 £517.28 in respect of holiday pay.

The Claimant is responsible for the payment of any tax or National Insurance on the gross sums set out above.

6 Judgment is therefore given for the Claimant in the total sum of **£2,476.47**.

Approved by:  
**Employment Judge McGough**  
**23 April 2026**

Notes

Summary reasons for the judgment were given orally at the hearing. Written summary reasons will not be provided unless requested by either party at the hearing or a written request received by the Tribunal within 14 days of the sending of this written record of the decision.

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

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 at [www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/](http://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/)