



EMPLOYMENT TRIBUNALS

Claimant: Stuart McLeod

Respondent: Sustain Recycling Ltd

Heard at: Cambridge Employment Tribunal
(By Video)

On: 20 March 2026

Before: Employment Judge Taft

REPRESENTATION:

Claimant: Represented himself

Respondent: Mr Warburton (Director)

JUDGMENT

1. 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 on the date the claimant's employment ended.
2. The respondent shall pay the claimant **£1384.62**. The claimant is responsible for paying any tax or National Insurance.
3. The respondent shall also pay the claimant **£151.71** to compensate the claimant for financial loss attributable to the unauthorised deduction.
4. The claims in respect of notice pay are not well founded and are dismissed.

Approved by:

Employment Judge Taft

30 March 2026

Judgment sent to the parties on:

12 May 2026

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For the Tribunal:

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Notes

Summary 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. Those reasons may be summary reasons or full written reasons. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full 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 at www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/