



# EMPLOYMENT TRIBUNALS

**Claimant:** David Coles

**Respondent:** Barkers (Cambridge) Limited

**Heard at:** Reading (by CVP)

**On:** 16 April 2026

**Before:** Employment Judge Baran (sitting alone)

## Appearances:

**Claimant:** D Coles (in person)

**Respondent:** No attendance or representation

# JUDGMENT

1. The complaint of unfair dismissal under Part X Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed. The respondent is ordered to pay the claimant the following:
  - (a) A basic award in the sum of £17,884.59; and
  - (b) A compensatory award in the sum of £12,408.78 net of tax and National Insurance.
  
2. The complaint of unauthorised deductions from pay contrary to Part II Employment Rights Act 1996 is well-founded. The respondent made an unauthorised deduction from the claimant's pay in respect of the period 1 – 31 March 2025. The respondent is ordered to pay to the claimant the net sum of £2,068.13 deducted from pay.

Approved by:

**Employment Judge Baran**

**16 April 2026**

Sent to the parties on:

18 May 2026

For the Tribunal Office

Notes

1. 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. The reasons given orally were the full reasons, and therefore the written full reasons would be provided if there was such a request.
2. Judgments and reasons for the judgments are published, in full, online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.
3. 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/>