Case Number: 6039843/2025

EMPLOYMENT TRIBUNALS

Claimant: Mr P Birmingham

Respondent: Oatlands Academy CIC

JUDGMENT

1. The claim was presented in the North West Employment Tribunal on 29 October 2025. The respondent has failed to present a valid response on time. The Employment Judge has decided that a determination can properly be made of the claim in accordance with rule 22 of the Rules of Procedure.

2. The respondent has made unauthorised deductions from the claimant's wages and must pay the claimant **£2,775.07** gross.

3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of **£640.40**. This is a net sum but is based on the claimant's gross pay because it is likely that upon receipt the claimant will have to pay tax on this amount as Post Employment Notice Pay.

4. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant **£1344.84** gross**.**

5. The respondent must pay the claimant **£4760.31** in total.

6. The hearing listed on 10 June 2026 is cancelled.

Approved by:

Employment Judge Slater

Date: 2 June 2026

Case Number: 6039843/2025

JUDGMENT SENT TO THE PARTIES ON

3 June 2026

FOR THE TRIBUNAL OFFICE

NOTICE

THE EMPLOYMENT TRIBUNALS (INTEREST) ORDER 1990
ARTICLE 12

Case number: **6039843/2025**

Name of case: **Mr P Birmingham** v **Oatlands Academy CIC**

Interest is payable when an Employment Tribunal makes an award or determination requiring one party to proceedings to pay a sum of money to another party, apart from sums representing costs or expenses.

No interest is payable if the sum is paid in full within 14 days after the date the Tribunal sent the written record of the decision to the parties. The date the Tribunal sent the written record of the decision to the parties is called **the relevant decision day**.

Interest starts to accrue from the day immediately after the relevant decision day. That is called **the calculation day**.

The rate of interest payable is the rate specified in section 17 of the Judgments Act 1838 on the relevant decision day. This is known as **the stipulated rate of interest**.

The Secretary of the Tribunal is required to give you notice of **the relevant decision day**, **the calculation day**, and **the stipulated rate of interest** in your case. They are as follows:

the relevant decision day in this case is: 3 June 2026

the calculation day in this case is: 4 June 2026

the stipulated rate of interest is: **8% per annum**.

For the Employment Tribunal Office