



EMPLOYMENT TRIBUNALS

Claimant: James Spratt

Respondent: Bailey Fabrications Limited

JUDGMENT

1. The claim was presented in the Bristol Employment Tribunal on 12 November 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, or part of it, 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 £1438 gross.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £8628.
4. The claimant was dismissed by reason of redundancy and is entitled to a redundancy payment of £21570.
5. The respondent is in breach of contract by not paying the claimant's expenses of £89.29 for fuel.
6. The respondent must pay the claimant **£31725.29** in total.

Approved by:
Employment Judge Cadney
5th May 2026

ORIGINAL JUDGMENT SENT TO THE PARTIES ON
22 May 2026

Amended Judgment sent to parties on
11 June 2026