



EMPLOYMENT TRIBUNALS

Claimant: Mr B Higgins

Respondent: Liss Sport Limited

Heard at: Leicester

On: 9 June 2026

Before: Employment Judge Welch

REPRESENTATION:

Claimant: In person, supported by his sister, Rosie Higgins

Respondent: Mr Jeff Lissaman,

JUDGMENT

The judgment of the Tribunal is as follows:

Unfair Dismissal

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. The respondent shall pay the claimant the following sums:
 - a. A basic award of £1,615.38;
 - b. A compensatory award of £4,844.38.

Note that these are actual the sums payable to the claimant after any deductions or uplifts have been applied.

3. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Failure to provide written reasons

4. The complaint of failure to provide written reasons for dismissal is well-founded.
5. The claimant is awarded 2 weeks' pay in the sum of £910.84.

Failure to provide payslips

6. The respondent failed to provide the claimant with payslips during his employment.

**Approved by:
Employment Judge Welch
9 June 2026**

Judgment sent to the parties on:

17/06/2026
For the Tribunal:

J. Woolley

Notes

Summary reasons for the judgment were given orally at the hearing. Summary written reasons will not be provided unless a party asked for them at the hearing or a party makes a written request within 14 days of the sending of this written record of the decision.

Should a party make a request for written summary reasons, the Tribunal may, if it considers it appropriate to do so, provide written full reasons.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 51) and written full reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

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/