



EMPLOYMENT TRIBUNALS

Claimant: Mr Sam Chant

Respondent: Leads Everyday Limited

Heard at: Southampton Employment Tribunal

On: 27,28, 29, 30, and 31 July 2026

Before: District Judge Hay sitting as an Employment Judge

Representation

Claimant: Mr Harding - Counsel

Respondent: Mr Jones – Solicitor

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 £4200.00 and
 - b) A compensatory award of £24300.00.

Note these are the actual sums payable to the claimant.

Wrongful dismissal / Notice Pay:

The complaint of breach of contract in relation to notice pay is not well-founded and is dismissed.

Automatic unfair dismissal:

The complaint of automatic unfair dismissal as a consequence of making protected disclosures is not well-founded and is dismissed.

Detriment:

Case No: 1400357/2025 & 1401886/2025

The complaint of being subjected to detriment for making protected disclosures is not well-founded and is dismissed.

Unauthorised deductions from wages:

The complaint of unauthorised deductions from wages is not well-founded and is dismissed.

Breach of contract:

The complaint of breach of contract relating to wages is not well-founded and is dismissed.

Employment Judge Hay

Date 31 July 2026

JUDGMENT SENT TO THE PARTIES ON
14 August 2026

Note

Reasons for the judgment were given orally at the hearing. 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.

Public access to employment tribunal decisions

Judgments (apart from judgments under rule 52) and 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.