



EMPLOYMENT TRIBUNALS

Claimant
Mr J Foots

v

Respondent
The Vault Limited

Heard at: Leeds Employment Tribunal On: 21 August 2026

Before: Employment Judge Norris, sitting alone (via CVP)

Representation:

Claimant – In person/Mrs S Foots
Respondent – No appearance

JUDGMENT

1. The Respondent has not entered a response within the time limit or at all.
2. The Claimant's claims for unlawful deductions from wages, holiday pay and notice pay are well-founded and succeed.
3. The Claimant's complaint of a failure to provide a statement of terms and conditions is well-founded and a declaration is made accordingly pursuant to section 12 Employment Rights Act 1996.
4. The Respondent is ordered to pay the Claimant the total gross sum of £4,413.44 without deduction, comprising the following amounts:
 - (a) £2,453.44 for unlawful deductions from wages (amounts deducted for tax and national insurance that were not remitted to HMRC);
 - (b) £560 holiday pay (10 days' holiday at £56 per day);
 - (c) £280 notice (one week's notice); and
 - (d) £1,120 for failing to provide a section 1 statement (section 38 Employment Act 2002).

The Claimant will account to HMRC for any tax or employee National Insurance payable on this award.

Employment Judge Norris
Date: 21 August 2026