



EMPLOYMENT TRIBUNALS

Claimant: Pitpathawan Binns

Respondent: Our World English Schools Limited

RULE 22 JUDGMENT

1. The claim was presented in the Watford Employment Tribunal on 4 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 £4632.76, which is the gross sum deducted. The claimant is responsible for the payment of any tax or National Insurance.
3. The claimant was dismissed in breach of contract in respect of notice and the respondent must pay damages to the claimant of £7,500. This figure has been calculated using gross pay to reflect the likelihood that the claimant will have to pay tax on it as Post Employment Notice Pay.
4. The complaint that the respondent failed to pay the claimant a redundancy payment is well-founded. It is determined that the claimant is entitled to a redundancy payment of £11,538.40.
5. The respondent has failed to pay the claimant's holiday entitlement and must pay the claimant £230.76. The claimant is responsible for paying any tax or National Insurance.
6. The respondent must pay the claimant **£23,901.92** in total.

Approved by:

Employment Judge Richard Wood

1 October 2026

JUDGMENT SENT TO THE PARTIES ON
1 October 2026

FOR THE TRIBUNAL OFFICE

OFFICIAL

Note

Summary or full written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision. If full written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any full written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

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 [here](https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/):

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>