



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Tooley

**Respondents:** Sidcup Working Man's Social Club & Institute Limited

**Heard at:** Croydon via remote Hearing      **On:** 30 September– 2  
October 2020

**Before:** Employment Judge Sharkett  
Ms J Forecast  
Mr K Murphy

## APPEARANCES:

**Claimant:** In person

**Respondents:** Ms J Stapleton (Club Secretary)

# JUDGMENT

The judgment of the Tribunal is that:

1. The claimant was unfairly dismissed by the respondent
2. The Polkey principle applies in this case to the extent of 100%
3. The claimant contributed to her own dismissal by culpable and blameworthy conduct to the extent of 100%

Employment Judge Sharkett

Date 19<sup>th</sup> November 2020

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