



# EMPLOYMENT TRIBUNALS

**Claimant:** Olga Chee-A-Tow

**Respondent:** Academy Music Group Limited

**Heard at** LONDON SOUTH in person

**On:** 1-5 July 2024

**Before**

Chairman	EMPLOYMENT JUDGE N COX
Tribunal Member	Marlene Oates-Hinds
Tribunal Member	John Rhodes

**Appearances:**

For the Claimant: Mr A Pincott of Counsel (Free Representation Unit) For  
the Respondent: Mr Kevin Wilford (Solicitor)

## Judgment

The unanimous judgment of the Tribunal is as follows:

1. The complaint of unfair dismissal is well founded and succeeds. The claimant was unfairly dismissed. The remedy will be determined at a later date.
2. The claimant was wrongfully dismissed and is entitled to notice pay in an amount to be determined at a later date.
3. The respondent unlawfully deducted wages from the claimant in respect of unpaid holiday entitlement for the period 1 March 2022 to 28 June 2022 in an amount to be determined at a later date.
4. The complaint of direct race discrimination is not well founded and is dismissed.

Employment Judge Cox

5 July 2024

Judgment sent to the parties on:

11<sup>th</sup> July 2024

For the Tribunal:

P Wing

**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.*

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