



EMPLOYMENT TRIBUNALS

Claimant: Ms Cassandra Green

Respondent: Olives Solicitors Limited

Heard at: London South (in public by video) **On: 24,25,26,27 November 2025**

Before: Employment Judge N Wilson
G Anderson (non legal member)
C Rogers (non legal member)

Appearances

For the claimant: Mr Robison (counsel)
For the respondent: Mr Ogunfolu (solicitor)

JUDGMENT

1. The complaint of unfair dismissal under section 94 of the Employment Rights Act 1996 is well-founded. The claimant was unfairly dismissed.
2. The claimant did not cause or contribute to the dismissal by blameworthy conduct, and it will not be just and equitable to reduce the compensatory award payable to the claimant.
3. Whether or not a reduction in the compensatory award for unfair dismissal will be made under the principles in **Polkey v A E Dayton Services Limited 1988 ICR 142** will be decided at the remedy hearing following submissions from the parties.
4. The complaint of unauthorised deductions from wages is well-founded and succeeds.
5. The complaint of wrongful dismissal/notice pay is well founded and succeeds.

6. The complaint of direct sex discrimination under section 13 of the Equality Act 2010 is not well founded and is dismissed.
7. The complaint of harassment related to sex under section 26 of the Equality Act 2010 is not well founded and is dismissed.
8. The complaint of victimisation under section 27 of the Equality Act 2010 is not well founded and is dismissed.
9. The complaint of Breach of Contract (for allegations 10.2.1 and 10.2.3 of the List of Issues) is well founded and succeeds.
10. The amounts to be paid by the respondent for the successful claims will be determined at a separate remedy hearing. Directions for the remedy hearing will be sent to the parties separately.

Note

11. 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

12. All judgments and written reasons for the judgments (if provided) are published in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the parties in a case.

Employment Judge N Wilson
Dated: 27 November 2025