



EMPLOYMENT TRIBUNALS

Claimant: Mr J McCallion

Respondents: The Victoria Club

Heard at: Watford Tribunal (by CVP) **On:** 13 March 2026

Before: Employment Judge Cowen

Representation

Claimant: Mr McCallion (in person)

Respondent: Mr Mondoh (counsel)

JUDGMENT

For the reasons given in a summary oral Judgment on 13 March 2026:

1. The Claimant was an employee of the Respondent from 25 July 2014 to 11 March 2025.
2. The Claimant's claim for unfair dismissal succeeds subject to the following;
 - a. The Claimant's contribution to his dismissal was 80%
 - b. The reduction based on Polkey is 80%
 - c. The uplift for failure to follow ACAS procedure is 10%
3. A remedy hearing will be listed, if the parties are not able to agree compensation by 27 March 2026. The parties are to inform the Tribunal by that date as to whether they require a remedy hearing, or inform the Tribunal of any settlement which has been reached.
4. The Claimant's claims of failure to pay holiday pay and arrears of pay are dismissed upon withdrawal

Approved by

Employment Judge Cowen

13 March 2026

JUDGMENT SENT TO THE PARTIES ON

28 April 2026

FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, 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. Parties requesting written reasons must indicate whether they wish to receive summary or full written reasons. Parties are reminded that summary reasons are not published online, but full written reasons when provided 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:

www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/