Case Number: 3302491/2024

EMPLOYMENT TRIBUNALS

Claimant: **Mrs K Roberts Cowley**

Respondent: **Scot Sports and Social Club**

Heard at: **Reading** **On:** **22, 23 and 24 June 2026**

Before: **Employment Judge Gumbiti-Zimuto**
Members: Mrs J Cameron and Ms B Osborne

Representation
Claimant: Miss Ashwell, lay representative
Respondent: Mr Cater, consultant

JUDGMENT

1. The claimant was unfairly dismissed.

2. The claimant's complaint of age discrimination is not well founded and is dismissed.

3. A remedy hearing shall take place at Reading Employment Tribunals, 301-31 Friar Street, Reading RG1 1DX, on **21 August 2026**, commencing at 10:00 am

4. The parties are to send to each other or confirm that they have sent document relating to remedy by **8 July 2026.**

5. The parties are to send the other party the statements of any witnesses whose evidence they will seek to rely on in respect of remedy, this includes the statements of the claimant, by **22 July 2026**.

6. The claimant must send to the respondent a revised schedule of loss by **22 July 2026**.

7. The parties are to agree a remedy bundle and provide 4 copies for use of the Tribunal at the remedy hearing.

Approved by:

Employment Judge Gumbiti-Zimuto

24 June 2026

JUDGMENT SENT TO THE PARTIES ON

.....22 July 2026.....
.....
FOR THE TRIBUNAL OFFICE

Notes

Summary reasons for the judgment having been given orally at the hearing, 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:

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