



# EMPLOYMENT TRIBUNALS

**Claimant:** Miss Shantel Preece

**Respondent:** Ansco Music Club Limited (T/A Indigo at the O2)

**Heard at:** London South (by video) **On:** 1-8 October 2024 (6 days)

**Before:** Employment Judge N Wilson

## Appearances

For the claimant: Mr C Ezike (Solicitor Advocate)

For the respondent: Ms I Egan (Counsel)

## JUDGMENT

1. The complaint of unfair dismissal is well-founded. The claimant was unfairly dismissed.
2. No Polkey reduction is made.
3. No reduction is made for any blameworthy or culpable contributory conduct.
4. A remedy hearing is to be listed to determine the awards to be made to the claimant. Directions for the hearing will be sent to the parties under separate Order.
5. The complaint of unfavourable treatment because of something arising in consequence of disability is not well-founded and is dismissed.

## Public access to employment tribunal decisions

This decision was explained orally to the parties at the hearing.

All judgments and written reasons for the judgments (if provided) are published in full,

online at [www.gov.uk/employment-tribunal-decisions](http://www.gov.uk/employment-tribunal-decisions) shortly after a copy has been sent to the parties in a case.

Under 62 (3) written reasons will not be provided unless they are asked for by any party at the Hearing itself or by a written request presented by any party within 14 days of the sending of the written record of the decision.

Employment Judge N Wilson  
Dated: 9 October 2024