



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Thomas  
**Respondent:** The Willows School Academy Trust  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 4 April 2024 and 5 April 2024  
**Before:** Employment Judge Quill; Mr M Kaltz; Mr T Poli

## Appearances

For the Claimant: In Person  
For the respondent: No appearance or representation

# JUDGMENT

1. The dismissal date was 18 July 2022.
2. The claimant was unfairly dismissed.
3. The claimant's dismissal was direct race discrimination.
4. All remedy issues will be dealt with on Day 2, starting at 10am or as soon as possible thereafter.

**Employment Judge Quill**

Date: 4 April 2024

JUDGMENT SENT TO THE PARTIES ON  
5 April 2024

FOR THE TRIBUNAL OFFICE

**Public access to employment tribunal decisions**

Judgments 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 claimant(s) and respondent(s) in a case. If there are written reasons for the judgment, they are also published. Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a written request is presented by either party within 14 days of the sending of this written record of the decision.

**Recording and Transcription**

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording. You will be required to pay the charges authorised by any scheme in force unless provision of a transcript at public expense has been approved.

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:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>