



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs B Fairbanks  
**Respondent:** David Ross Education Trust  
**Heard at:** Leicester  
**On:** Thursday 14 September 2017  
**Before:** Employment Judge Vernon (sitting alone)

**Representation**

**Claimant:** Mr E Brown (Trade Union Representative)  
**Respondent:** Mr M Palmer (Counsel)

## JUDGMENT

1. The Claimant was unfairly dismissed.
2. The Claimant's compensatory award is reduced, in accordance with the principles set out in Polkey v A E Dayton Services Limited, as follows:
  - 2.1 No reduction for a four-week period commencing on the Effective Date of Termination; and
  - 2.2 A reduction of 90 percent thereafter.
3. In accordance with paragraphs 1 and 2 above, and by agreement between the parties:
  - 3.1 No basic award is made favour of the Claimant; and
  - 3.2 The Respondent shall pay to the Claimant a compensatory award in the total sum of £2,500.

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Employment Judge Vernon

Date: 30 October 2017

JUDGMENT SENT TO THE PARTIES ON

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FOR THE TRIBUNAL OFFICE

Note

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.