



EMPLOYMENT TRIBUNALS

Claimant: Ms T James and others

Respondent: (1) Reading Borough Council
(2) John Madjski Academy
(3) Reach II

JUDGMENT

1. The claims of the claimants set out on the schedule below are well founded in respect of their comparisons to Mr Coleman, a Highways Operative for the periods listed and end on 30 April 2011.

The respondent to the claims of James, Pitt and White is Reach 2. The respondent to the claimants Oakman and Jones is Reading Borough Council:

Name	Start Date for Claim	Date of Claim	Gross Loss	Interest	Total Award
Christina James	11/08/02	10/08/08	£104,386.10	22.33%	£127,695.52
Denise Pitt	11/08/02	10/08/08	£99,254.66	22.33%	£121,418.23
Angela White (nee Freeman)	11/08/02	10/08/08	£91,283.81	22.33%	£111,667.48
Loraine Oakman	11/08/02	10/08/08	£87,812.11	22.33%	£107,420.56
Jenny Jones (Teaching Assistant and After Schools Club posts)	26/09/02	10/08/08	£50,400.52	22.15%	£61,564.24

2. The claim of the claimant set out on the schedule below is well founded in respect of her comparison to Mr Finch, a Sweeper for the periods listed. The respondent to each claim is Reading Borough Council:

Case Number: 2701466/2008 and others

Name	Start Date for Claim	Date of Claim	Gross Loss	Interest	Total Award
Anne Pink	14/08/02	13/08/08	£29,425.44	22.24%	£35,970.38
Tracy Watkins	26/06/05	10/08/08	£17,199.21	13.63%	£19,543.25*
Jenny Jones (Lunchtime Controller post)	26/09/02	10/08/08	£1,357.03	22.15%	£1,657.51

*Tracy Watkins has previously received a net interim payment of £9,839.63. After the applicable deductions for tax, national insurance and pension have been applied to the gross figure set out above, the interim sum will be deducted to reach the final net sum payable to the claimant.

3. By consent, the application for reconsideration made by the first respondent on 3 September 2018 in respect of the judgment relating to the claimant Jennifer Mugabe dated 8 August 2018 and sent to the parties on 21 September 2018 is granted.

The claim of Ms. Mugabe is well founded in respect of her comparison to Mr Coleman, a Highways Operative for the periods listed below:

Name	Start Date for Claim	Date of Claim	Gross Loss	Interest	Total Award
Jennifer Mugabe	06/06/08	24/11/11	£61,821.11	4.78%	£64,779.21

4. The claims of June Harries (2702059/11 and 2703319/11) are dismissed upon withdrawal.

Employment Judge Gumbiti-Zimuto
Date: 18 October 2018

Sent to the parties on: 06/11/2018

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For the Tribunals Office.