



EMPLOYMENT TRIBUNALS

at a Remedy Hearing

Claimant: Mrs P Wills
Respondent: West Grantham Academies Trust
Heard at: Nottingham
On: Wednesday 25 September 2019
Before: Employment Judge Blackwell (sitting alone)

Representation

Claimant: In person
Respondent: Mr P Sangha of Counsel

This is a remedy hearing pursuant to a merits decision sent to the parties on 20 July 2019 in respect therefore of the decision that Mrs Wills was constructively unfairly dismissed.

JUDGMENT

The Claimant is entitled to:

1. A basic award of £10,160.
2. In respect of a compensatory award, she is entitled to the following:
 - (a) Partial loss of earnings for the period 1 October 2018 to today 25 September 2019. 51 weeks at the agreed partial loss of £120.34 = £6,137.34.
 - (b) Future loss 78 weeks at the agreed partial loss = £9,386.52.
 - (c) Loss of death benefit in the nominal sum of £100.
 - (d) In respect of expenses reasonably incurred in seeking employment = £200.
 - (e) Loss of statutory rights = £450.

- (f) Partial loss of pension contributions at the agreed sum of £11.17 per week multiplied by 129 = £1440, 95.
- 3. This gives a grand total of £27,874.79.
- 7. An uplift pursuant to section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992 – 10% adding a sum of £2,787.
- 8. In total, therefore, the Respondent is ordered to pay to the Claimant the sum of £30,661.79.

Employment Judge Blackwell

Date: 07 October 2019

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.

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Judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.