



EMPLOYMENT TRIBUNALS

Claimant: Ms S Dixon

Respondent: Eden Academy Trust (formerly Stranton Academy Trust)

JUDGMENT

Heard at: Teesside **On: 4,5,6 and 7 November 2019**

BEFORE: Employment Judge Sweeney
 Mrs C Hunter
 Mr S Moules

Representation:

For the claimant: In person
For the respondent: Ms Helen Bell, counsel

The unanimous judgment of the Tribunal is as follows:

1. The claim of discrimination on grounds of age is not well founded and is dismissed.
2. The claim of less favourable treatment on the ground of part time worker status is not well founded and is dismissed.
3. The claim of unfair dismissal is well founded and succeeds.
4. In respect of the finding of unfair dismissal, the Tribunal reduces the compensatory award by 70% to reflect the likelihood that the Claimant would have been fairly dismissed on 31 August 2018 had the Respondent acted reasonably and followed a fair procedure.
5. Any basic award will be negated by the amount of the statutory redundancy award already paid to the Claimant.
6. The parties must inform the Tribunal by 28 November 2019 whether they have agreed an amount by way of settlement or whether a remedies hearing should be listed.

Case Number: 2503577/2018

Employment Judge Sweeney

19 November 2019