



# EMPLOYMENT TRIBUNALS

**Claimant:** Mrs D Oldham

**Respondent:** Coombe Academy Trust

**Heard by Cloud Video** On: 1-3 February 2021

**Before:** Employment Judge Reed  
Ms N Gledhill  
Ms N Beeston

## **Representation**

Claimant: In person

Respondent: Mr T Tyndall, solicitor

# JUDGMENT

The unanimous judgment of the tribunal is that:

1. The claimant was not unfairly dismissed
2. The respondent did not pay its employee Mr Chelvachandran at a higher hourly rate than the claimant and therefore her claim to equal pay fails.
3. The claimant's claim that she was subjected to detriments as a result of making a protected disclosure was presented "out of time"
4. It was reasonably practicable for that claim to have been presented in time and accordingly it is dismissed
5. There is no order as to costs.

---

Employment Judge Reed  
Dated: 5 February 2021

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.