



EMPLOYMENT TRIBUNALS

Claimant: Mr James Walker

Respondents: (1) The Governors of Arnhem Wharf Primary School
(2) The Mayor and Burgesses of the London Borough of Tower Hamlets

Heard at: East London Hearing Centre (Via Cloud Video Platform)

On: 10 May 2021

Before: Employment Judge John Crosfill
Members: Mr G Tomey
Mrs B K Saund

Representation

Claimant: Lydia Banerjee of Counsel, instructed by Workwise Legal.

Respondent: Hilary Winstone of Counsel, instructed by the 2nd Respondent

REMEDY JUDGMENT

UPON the Tribunal hearing evidence from the Claimant and submissions of both parties;

AND UPON the Tribunal finding that: (1) there was a 50% possibility that the Claimant's employment would have ended lawfully on the same date that he was unfairly dismissed; and (2) that any compensatory award should be increased by 10% under Section 207A of the Trade Union and Labour Relations (Consolidation) Act 1992; and (3) that there should be no deduction from the basic or compensatory awards to reflect any conduct by the Claimant.

AND UPON the parties reaching agreement in respect of monetary amount of the awards that should be made.

IT IS ORDERED THAT:

- (1) The Claimant is entitled to a basic award of £3,810.00 pursuant to Sections 118(1)(a) and 119 of the Employment Rights Act 1996; and
- (2) The Claimant is entitled to a compensatory award of £51,737.00 pursuant to Sections 118(1)(b) and 123 of the Employment Rights Act 1996.
- (3) **The First Respondent is ordered to pay** the Claimant the awards made above that is (£3,810.00 + £51,737.00) being **a total of £55,547.00**
- (4) The Second Respondent breached the Claimant's contract of employment by failing to pay his TLR supplement. The Claimant is entitled to be paid the sum of £1,984.75 (less any deductions required by law).
- (5) **The Second Respondent is ordered to pay** the Claimant **the sum of £1,984.75.**

Employment Judge John Crosfill
Date: 9 June 2021