



# EMPLOYMENT TRIBUNALS

**Claimant:** Mr A Gainey & Others

**Respondents:** (1) Secretary of State for Education  
(2) Department for Education

**Heard at:** East London Hearing Centre

**On:** 17 January 2022

**Before:** Employment Judge Burgher

## Appearances

For the Leigh Day Claimants:	Ms N Ling (Counsel)
For the NASUWT Claimants:	Ms S King (Counsel)
For the First and Second Respondent:	Mr D Stilitz (Queens Counsel) Mr C Milsom (Counsel)

*This has been a remote hearing which has not been objected to by the parties. The form of remote hearing was V by Cloud Video Platform. A face to face hearing was not held because the relevant matters could be determined in a remote hearing.*

## JUDGMENT

1 The Leigh Day claimants' claims for Equal Pay are dismissed on withdrawal.

2 The Leigh Day claimants' claims for indirect race discrimination are dismissed on withdrawal.

3 Pursuant to section 124(2)(a) of the Equality Act 2010 all claimants are entitled to a declaration that the First Respondent discriminated against them on grounds of age in the arrangements arising from transitional arrangements in the New Teacher Pension Scheme established by the Teachers' Pension Scheme Regulations 2014.

4 A preliminary hearing, by CVP, will be listed to take place on 28 March 2022 for 2 hours to consider case management orders concerning assessment of remedy for each claimant.

## REASONS

1. The open preliminary hearing was listed to consider the following matters:
  - 1.1 How should the Tribunal determine detriment. The dispute between the parties is whether:
    - 1.1.1 Mere exclusion from the pension scheme amounts to detriment; or
    - 1.1.2 Individual Claimant's should be required to establish that they were in fact subject to a detriment considering their individual circumstances for example age, proximity to retirement, length of service or knowledge of the exclusion. If so, what categories for sample cases should be ordered; or
    - 1.1.3 Some other method of determining detriment.
  - 1.2 Consideration of the relevance of potential injury to feelings Vento banding for case managing liability.
  - 1.3 Whether the Respondent relies on the material factor defence in respect of the Equal pay claims.
  - 1.4 Whether the Claimants assertions that there is a separate financial award for Equal Pay, in addition to any age discrimination award, should be struck out or subject to a deposit order as a condition of proceeding with the argument pursuant to ET rules 37 and 39 respectively.
  - 1.5 Whether the Claimants assertions that there is a separate financial award for indirect race discrimination, in addition to any age discrimination award, should be struck out or subject to a deposit order as a condition of proceeding with the argument pursuant to ET rules 37 and 39 respectively.

5 There are 404 Leigh Day (LD) claimants. The list of LD Claimant's appears at Schedule A.

6 There are 10 NASUWT (NC) claimants. The list of NC Claimant's appears at Schedule B.

7 At the outset of the preliminary hearing the Leigh Day claimants withdrew their claims for equal pay and indirect race discrimination. These claims are therefore dismissed on withdrawal.

## Brief factual background

8 The age discrimination claims arise out of the introduction of the New Teacher Pension Scheme (NTPS) in 2015. This had the effect of excluding the claimants from the existing Teachers Pension Scheme (TPS).

9 The Court of Appeal decision of Lord Chancellor and Secretary of State for Justice v McCloud & Ors [2019] ICR 1489 held that the transitional provisions in respect of judicial and firefighters pensions schemes were directly discriminatory on grounds of age and could not be justified. In summary, the transitional provisions unjustifiably benefited older workers by allowing them to remain in legacy pension schemes for longer than younger workers. The NTPS is a similar public sector scheme.

10 The parties submitted helpful written and oral submissions, legal authorities and referred to pages in a preliminary hearing bundle. It is clear to me that the following undisputed factual differences between the TPS and the NTPS were relevant to the issue of detriment:

- 10.1 Normal Pension Age: this is 60 in the pre-2007 TPS, 65 in the post 2007 TPS and the higher of State Pension Age and 65 in the NTPS;
- 10.2 Accrual rate: this is 1/80 in the pre-2007 TPS, 1/60 in the post 2007 TPS and 1/57 in the NTPS;
- 10.3 Pensionable Salary: this is Final Pensionable Salary in the TPS. The NTPS is a career average scheme, and each year the value accrued is uprated by CPI + 1.6%.
- 10.4 Lump sum: in the pre-2007 TPS members are also entitled to a lump sum of 3/80<sup>th</sup> of Final Pensionable Salary.
- 10.5 Survivors' Pension: the pre-2007 TPS provides 50% of a member's pension to survivors. The post-2007 TPS and NTPS provides 37% of a member's pension.
- 10.6 Ill health retirement: in the case of total incapacity, NTPS provides a pension based on 1/57 of pensionable salary, multiplied by half individual's prospective service had he served to NPA, divided by 2. TPS provides a pension based on the relevant accrual rate and pensionable salary, multiplied by half prospective service to NPA.
- 10.7 Members of the NTPS are subject to a 'Cost Cap' namely a mechanism for adjusting accrual upwards or downwards depending on whether member costs increase or decrease. Members of TPS are not subject to any such mechanism.

11 It is not in dispute that the government is drafting new legislation designed to remedy the discriminatory impact of the transitional provisions across the public sector

through the introduction of a Deferred Choice Underpin (DCU). However, the date which such legislation will be actually be implemented is uncertain.

### **Key issue**

12 The parties had the opportunity to discuss matters amongst themselves and it was apparent that the issues for me to decide in this hearing were confined. The key matter for determination at this stage was whether the claimants should have a declaration of age discrimination.

### **Statutory provisions**

13 The relevant statutory provisions are as follows:

#### **13 Direct discrimination**

(1) A person (A) discriminates against another (B) if, because of a protected characteristic, A treats B less favourably than A treats or would treat others.

(2) If the protected characteristic is age, A does not discriminate against B if A can show A's treatment of B to be a proportionate means of achieving a legitimate aim.

#### **39 Employees and applicants**

(1) ...

(2) An employer (A) must not discriminate against an employee of A's (B)—

(a) as to B's terms of employment;

(b) in the way A affords B access, or by not affording B access, to opportunities for promotion, transfer or training or for receiving any other benefit, facility or service;

(c) by dismissing B;

(d) by subjecting B to any other detriment.

#### **61 Non-discrimination rule**

(1) An occupational pension scheme must be taken to include a non-discrimination rule.

(2) A non-discrimination rule is a provision by virtue of which a responsible person (A)—

(a) must not discriminate against another person (B) in carrying out any of A's functions in relation to the scheme;

(b) must not, in relation to the scheme, harass B;

(c) must not, in relation to the scheme, victimise B.

(3) The provisions of an occupational pension scheme have effect subject to the non-discrimination rule.

(4) The following are responsible persons—

(a) the trustees or managers of the scheme;

(b) an employer whose employees are, or may be, members of the scheme;

(c) a person exercising an appointing function in relation to an office the holder of which is, or may be, a member of the scheme.

(5) A non-discrimination rule does not apply in relation to a person who is a pension credit member of a scheme.

(6) An appointing function is any of the following—

- (a) the function of appointing a person;
- (b) the function of terminating a person's appointment;
- (c) the function of recommending a person for appointment;
- (d) the function of approving an appointment.

(7) A breach of a non-discrimination rule is a contravention of this Part for the purposes of Part 9 (enforcement).

(8) It is not a breach of a non-discrimination rule for the employer or the trustees or managers of a scheme to maintain or use in relation to the scheme rules, practices, actions or decisions relating to age which are of a description specified by order by a Minister of the Crown.

(9) An order authorising the use of rules, practices, actions or decisions which are not in use before the order comes into force must not be made unless the Minister consults such persons as the Minister thinks appropriate.

(10) A non-discrimination rule does not have effect in relation to an occupational pension scheme in so far as an equality rule has effect in relation to it (or would have effect in relation to it but for Part 2 of Schedule 7).

(11) A duty to make reasonable adjustments applies to a responsible person.

#### **124 Remedies: general**

(1) This section applies if an employment tribunal finds that there has been a contravention of a provision referred to in section 120(1).

(2) The tribunal may—

- (a) make a declaration as to the rights of the complainant and the respondent in relation to the matters to which the proceedings relate;
- (b) order the respondent to pay compensation to the complainant;
- (c) make an appropriate recommendation.

#### **126 Remedies: occupational pension schemes**

(1) This section applies if an employment tribunal finds that there has been a contravention of a provision referred to in section 120(1) in relation to—

- (a) the terms on which persons become members of an occupational pension scheme, or
- (b) the terms on which members of an occupational pension scheme are treated.

(2) In addition to anything which may be done by the tribunal under section 124 the tribunal may also by order declare—

- (a) if the complaint relates to the terms on which persons become members of a scheme, that the complainant has a right to be admitted to the scheme;
- (b) if the complaint relates to the terms on which members of the scheme are treated, that the complainant has a right to membership of the scheme without discrimination.

(3) The tribunal may not make an order under subsection (2)(b) of section 124 unless—

- (a) the compensation is for injured feelings, or
- (b) the order is made by virtue of subsection (7) of that section.

(4) An order under subsection (2)—

- (a) may make provision as to the terms on which or the capacity in which the claimant is to enjoy the admission or membership;

(b) may have effect in relation to a period before the order is made.

#### Detriment/less favourable treatment

14 The Respondents properly accepted that it was not necessary for financial loss to be demonstrated to amount to a detriment. The case of Walker v Innospec [2017] ICR 1077 emphasised this. However, in summary, the Respondents submitted that the question whether each individual claimant in fact suffered a detriment was relevant to liability. They submit that if, for example, an individual was unaware prior to the introduction of the DCU that they might be disadvantaged by reason of the transitional provisions difficult to see how they can be said to have suffered a detriment since by the time they focused on the issue the government had made it clear its intention to remedy the issue in full.

15 Ms King stated that this is an unattractive proposition given the purpose of anti-discrimination legislation obliging employers not to discriminate without requiring an employee to be aware of it. I was referred to the dicta of Lord Nicholls in Rhys- Harper v Relaxion Group plc [2003] ICR 867:

210 Ensuring that all employees in similar positions have the same contractual rights is only a start. Employment is just as much about opportunities as about rights... Employees do not have a contractual right to promotion, but they should have an opportunity to earn it. Similarly, certain types of training, with the prospect of a better job, may only be available to employees selected by the employer. The selection should be made fairly. The employer may run a social or recreational club which employees can apply to join. Again everyone should have an equal opportunity to join if they want to. If an employer were free to discriminate in these areas, which do not involve contractual rights as such, then those affected would be marginalised and unable to achieve their full potential. So one important purpose of the anti-discrimination Acts is to prevent employers from exercising their freedom of choice in such matters so as to discriminate against employees

16 In respect of detriment Ms Ling and Ms King referred to the Court of Appeal case of Ministry of Defence v Jeremiah [1980] ICR 13 Brightman LJ held:

In deciding whether or not there is a detriment to a worker who complains, the court must in my opinion take all the circumstances into account... The question before the tribunal in my view would be whether a reasonable male worker would or might take the view that there was a detriment. I say, "would or might," because tastes differ. Some male workers might take the view that the 4p an hour bonus, with consequent increase in pension rights, made the dirty work well worth while, and not therefore detrimental to their interests. Other male workers might take the view that it was not worth while, that it was to their detriment. It would be unrealistic to expect a tribunal to decide which group of workers were correct in their assessment. I think a detriment exists if a reasonable worker would or might take the view that the duty was in all the circumstances to his detriment.

17 It was submitted that the threshold for establishing detriment as a matter of discrimination law was very low and the factual differences between the TPS and the NTPS objectively established detriment. I accept the claimants' submissions in this regard. It seems to me that the Respondent is seeking to wrongly elide the issue of knowledge of detriment with detriment itself.

18 Further, it was submitted that pursuant to section 61 of the Equality Act there is no requirement detriment at all. In circumstances where less favourable treatment is ongoing regarding membership of the pension scheme the primary remedy is a

declaration to put the claimant on the right membership and on the right terms and the member is entitled to a declaration pursuant to section 124 EqA.

19 Both Ms Ling and Ms King forcefully submitted that there was clearly detriment perceived to a reasonable worker when considering a term by term approach to the differences between the TPS and the NTPS as indicated in Barber v Guardian Royal Exchange Assurance [1990] ICR 616 and addressing whether a reasonable employee could show that they are deprived of something of value without it being necessary to prove that that option is in fact superior to the one available (per Lord Goff in Birmingham City Council v Equal Opportunities Commission 1 AC [1989] 1155 at pp1193H – 1194A).

20 I accept that knowledge of detriment is necessary in determining any injury feelings but do not accept this is necessary when considering liability.

21 I therefore conclude that pursuant to section 124(2)(a) of the Equality Act 2010 all Claimants are entitled to a declaration that the First Respondent discriminated against them on grounds of age in the arrangements arising from transitional arrangements in the New Teacher Pension Scheme established by the Teachers' Pension Scheme Regulations 2014. If further declarations are sought then these can be addressed by way of submissions either prior to, or at the preliminary hearing listed for 28 March 2022.

22 The nature and effect of the detriment or less favourable treatment may vary between different claimants and this will be addressed as part of remedy.

### **Next steps**

23 Consideration of how the Tribunal will determine detriment remains live, in respect of assessing any injury to feelings award. Case management orders concerning assessing the appropriate remedy for each Claimant will be considered at a preliminary hearing listed for 28 March 2022.

24 The Respondents proposed an approach which has been adopted in analogous pension scheme challenges brought by police officers and firefighters (Aarons and ors v Secretary of State for Home Department and ors 2205576/2015 and ors; Sergeant and ors v London Fire and Emergency Planning Authority and ors 22022335/2015 and ors). In those the following steps were considered:

- i. The parties are to seek to agree any relevant heads of financial loss by a set date. In respect of each head of loss identified, the Claimants are to set out the basis on which the relevant sums are claimed;
- ii. On a set date, the two represented Claimant cohorts shall send to the Respondent a list of all Claimants claiming non-financial loss only and at which Vento level;
- iii. By a set date, the Respondent shall send to the Claimants a randomly-selected list of 16 potential “beacon” claimants who are seeking an award of the lower Vento band together with an explanation of how the list has been

arrived at. That sampling shall be randomised in accordance with the following approach:

(a) A random number generator shall be used by the Respondent to select an initial sample of Claimants and a “substitutes” bench of a further sample of Claimants together with the order in which they were selected;

(b) If the initial sample contains any Claimant who has already been put forward as a sample claimant or who is seeking a middle-band Vento award, such Claimant shall be removed from the initial sample and replaced with a Claimant from the substitutes’ bench, starting with the first selected substitute(s);

iv. A further list of 16 potential beacon Claimants seeking an award in the middle Vento band shall be proposed by the Respondent in the same manner;

v. By a set date, the Claimants shall confirm whether they agree with the proposed lists of 16 potential beacon Claimants together with reasons for any disagreement;

vi. No later than a further set date, the parties shall seek to agree the two lists of the potential beacon Claimants;

vii. No later than a set date, the Claimants shall send a summary of the evidence on which each of the 16 potential beacon Claimants on the two lists rely;

viii. By a set date, the Respondent shall nominate four Claimants from the lower Vento list and four from the middle Vento list;

ix. By a further set date, the Claimants shall nominate four Claimants from the lower Vento list and four from the middle Vento list.

25 Unless submissions are made to the contrary, the case management preliminary hearing on 28 March 2022 will consider the appropriate dates in accordance with paragraph 23 above and list a date for remedy. The parties should therefore have their dates to avoid.

**Employment Judge Burgher  
Dated: 26 January 2022**



**IN THE EAST LONDON EMPLOYMENT TRIBUNAL**

**Case Numbers: 2603628/2019 & Others**

**MR A GAINEY & OTHERS**

**CLAIMANTS**

**and**

**SECRETARY OF STATE FOR EDUCATION & OTHERS**

**RESPONDENTS**

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**SCHEDULE A  
LEIGH DAY - CLAIMANTS**

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Number	First Name	Last Name	ACAS EC/MU Number (Secretary of State For Education)	ACAS EC/MU Number (Dept of Education)	ACAS EC/MU Number (Teachers' Pensions)
1	Diane	Abel	R604861/20/82	R604961/20/55	R605111/20/63
2	Dean	Ackland	R619780/20/59	R619830/20/94	R619880/20/32
3	Simon	Addison	R605569/20/15	R605619/20/50	R605675/20/31
4	Timothy	Ahern	R604862/20/73	R604962/20/46	R605112/20/54
5	Stephen	Aird	R604863/20/64	R604963/20/37	R605113/20/45
6	Rebecca	Alavi	R181670/19/02	R181684/19/70	R181698/19/41
7	Rachel	Aldred	R611201/21/55	R611218/21/96	R611235/21/40
8	Kenneth	Alexander	R605469/20/42	R605519/20/77	R605725/20/66
9	Caroline	Alker	R604911/20/20	R605061/20/28	R605011/20/90
10	Gemma	Allner	R605570/20/06	R605620/20/41	R605676/20/22
11	Daryl	Allwood	R604912/20/11	R605062/20/19	R605012/20/81
12	Leslev	Allwood	R181671/19/90	R181685/19/61	R181699/19/32
13	Nabil	Alyas	R611202/21/46	R611219/21/87	R611236/21/31
14	Kim	Anderson	R604960/20/64	R605110/20/72	R605060/20/37
15	Lee	Andrew	R604959/20/73	R605109/20/81	R605059/20/46
16	Emma	Ansell	R600113/20/37	R600117/20/01	R600121/20/62
17	Sally	Apps	R605571/20/94	R605621/20/32	R605677/20/13

18	Hannah	Ardron	MU102437/20/29	MU102438/20/20	MU102439/20/11
19	Shazia	Arif	MU102437/20/29	MU102438/20/20	MU102439/20/11
20	Sophie	Ashton	R604913/20/02	R605063/20/10	R605013/20/72
21	Sarah	Awbery	R619781/20/50	R619831/20/85	R619881/20/23
22	Craig	Bailey	R604914/20/90	R605064/20/01	R605014/20/63
23	Nicola	Bailey	R605950/20/78	R606000/20/16	R606085/20/27
24	Gillian	Baker	R605951/20/69	R606001/20/07	R606086/20/18
25	Janet	Banks	R604915/20/81	R605065/20/89	R605015/20/54
26	Michael	Barclay	R605572/20/85	R605622/20/23	R605678/20/04
27	Shelley	Bennett	R604916/20/72	R605066/20/80	R605016/20/45
28	Emma	Bennett	R619782/20/41	R619832/20/76	R619882/20/14
29	Mikaela	Berridge	MU102437/20/29	MU102438/20/20	MU102439/20/11

30	Patrick	Berrv	R605470/20/33	R605520/20/68	R605726/20/57
31	Christian	Berry	R604864/20/55	R604964/20/28	R605114/20/36
32	Daniel	Bibbington	R605952/20/60	R606002/20/95	R606087/20/09
33	Mark	Bidwell	R619783/20/32	R619833/20/67	R619883/20/05
34	Havlev	Biggin	R605573/20/76	R605623/20/14	R605679/20/92
35	Jennifer	Bingham	R605471/20/24	R605521/20/59	R605727/20/48
36	Andrew	Birkett	R605472/20/15	R605522/20/50	R605728/20/39
37	Angela	Blacoe	MU102437/20/29	MU102438/20/20	MU102439/20/11
38	Matthew	Blake	R604917/20/63	R605067/20/71	R605017/20/36
39	Rachel	Blatchford	R604865/20/46	R604965/20/19	R605115/20/27
40	Amber	Bloomfield	R647795/20/27	R647810/20/86	R647825/20/48
41	Deborah	Blythe	R619784/20/23	R619834/20/58	R619884/20/93
42	Julie	Bourne	R619785/20/14	R619835/20/49	R619885/20/84
43	Anna	Bowman	R605473/20/06	R605523/20/41	R605729/20/30
44	Richard	Boxshall	MU102437/20/29	MU102438/20/20	MU102439/20/11
45	Donna	Boxshall	MU102437/20/29	MU102438/20/20	MU102439/20/11
46	Joanne	Brace	R647796/20/18	R647811/20/77	R647826/20/39
47	Alison	Bradshaw	R604918/20/54	R605068/20/62	R605018/20/27

48	Russell	Bradshaw	R619786/20/05	R619836/20/40	R619886/20/75
49	Michelle	Brain	MU102437/20/29	MU102438/20/20	MU102439/20/11
50	Matthew	Brandon	R604919/20/45	R605069/20/53	R605019/20/18
51	Heather	Brindle	R604866/20/37	R604966/20/10	R605116/20/18
52	Jason	Brister	R605474/20/94	R605524/20/32	R605730/20/21
53	Clare	Britcliffe	R604920/20/36	R605070/20/44	R605020/20/09
54	Karen	Broadbent	R605475/20/85	R605525/20/23	R605731/20/12
55	Katie	Brockwav	R605953/20/51	R606003/20/86	R606088/20/00
56	Anna-Maria	Bromlev	R604921/20/27	R605071/20/35	R605021/20/00
57	John	Broom	MU102437/20/29	MU102438/20/20	MU102439/20/11
58	Keith	Brown	MU102437/20/29	MU102438/20/20	MU102439/20/11
59	Paul	Budd	R605476/20/76	R605526/20/14	R605732/20/03

60	Rachael	Bullingham	R611203/21/37	R611220/21/78	R611237/21/22
61	Shaun	Burford	MU102437/20/29	MU102438/20/20	MU102439/20/11
62	Chloe	Burke	R604923/20/09	R605073/20/17	R605023/20/79
63	Louisa	Burningham	R605478/20/58	R605528/20/93	R605734/20/82
64	Lisa	Butcher	R605574/20/67	R605624/20/05	R605680/20/83
65	David	Cane	R605575/20/58	R605625/20/93	R605681/20/74
66	Christopher	Carlisle	R605954/20/42	R606004/20/77	R606089/20/88
67	Andrew	Carr	R605955/20/33	R606005/20/68	R606090/20/79
68	Philip	Cavanagh	R611204/21/28	R611221/21/69	R611238/21/13
69	Julie	Cavell	R647797/20/09	R647812/20/68	R647827/20/30
70	Susan	Chapman	R185701/20/95	R185706/20/50	R185709/20/23
71	Deborah	Chapman	R605956/20/24	R606006/20/59	R606091/20/70
72	Gillian	Chenerv	R611205/21/19	R611222/21/60	R611239/21/04
73	Dennis	Chikobvu	R611206/21/10	R611223/21/51	R611240/21/92
74	Elizabeth	Clark	R605576/20/49	R605626/20/84	R605682/20/65
75	Paul	Clayton	R605478/20/58	R605528/20/93	R605734/20/82
76	Laura Elisabeth	Cohen	R604867/20/28	R604967/20/01	R605117/20/09
77	Ian	Cole	R605479/20/49	R605529/20/84	R605735/20/73
78	Christopher	Collier	MU102437/20/29	MU102438/20/20	MU102439/20/11
79	Rebecca	Collins	R605957/20/15	R606007/20/50	R606092/20/61

80	Aaron	Collins	MU102437/20/29	MU102438/20/20	MU102439/20/11
81	Mark	Cottingham	R605959/20/94	R606009/20/32	R606094/20/43
82	David	Coughlan	MU102437/20/29	MU102438/20/20	MU102439/20/11
83	Allison	Court	R619787/20/93	R619837/20/31	R619887/20/66
84	James	Covell	R604868/20/19	R604968/20/89	R605118/20/00
85	Philippa	Covell	R605480/20/40	R605530/20/75	R605736/20/64
86	Stephen	Cox	R605960/20/85	R606010/20/23	R606095/20/34
87	Jamie	Cox	R605577/20/40	R605627/20/75	R605683/20/56
88	Claire	Cull	R605961/20/76	R606011/20/14	R606096/20/25
89	Sally	Curtis	R604869/20/10	R604969/20/80	R605119/20/88

90	Anna	Daniels	R605962/20/67	R606012/20/05	R606097/20/16
91	Paul	David	R600110/20/64	R600114/20/28	R600118/20/89
92	Sarah	Davies	R604924/20/00	R605074/20/08	R605024/20/70
93	Richard	Davies	MU102437/20/29	MU102438/20/20	MU102439/20/11
94	Lynne	Davies	R605481/20/31	R605531/20/66	R605737/20/55
95	Sharon	Davies	R604870/20/01	R604970/20/71	R605120/20/79
96	Jason	Davis	R605578/20/31	R605628/20/66	R605684/20/47
97	Victoria	Davis	R605963/20/58	R606013/20/93	R606098/20/07
98	Jennifer van	Deelen	R605964/20/49	R606014/20/84	R606099/20/95
99	Stephen	Diggle	R604871/20/89	R604971/20/62	R605121/20/70
100	Ashlev	Diggle	R619788/20/84	R619838/20/22	R619888/20/57
101	Helen	Disnev	R605482/20/22	R605532/20/57	R605738/20/46
102	Matthew	Dodd	R647798/20/00	R647813/20/59	R647828/20/21
103	Stephen	Dove	R181672/19/81	R181686/19/52	R181700/19/23
104	Christopher	Drake	R619789/20/75	R619839/20/13	R619889/20/48
105	Susan	Duncombe	R605483/20/13	R605533/20/48	R605739/20/37
106	Amv	Dunn	R605484/20/04	R605534/20/39	R605740/20/28



107	Elizabeth	Durden-Myers	R604872/20/80	R604972/20/53	R605122/20/61
108	Timothy	Edward	R604925/20/88	R605075/20/96	R605025/20/61
109	Gretel	Edward	R605965/20/40	R606015/20/75	R606100/20/86
110	David	Eidman	R619790/20/66	R619840/20/04	R619890/20/39
111	Maureen	Elliot	R604873/20/71	R604973/20/44	R605123/20/52
112	Susan	Elton	R604874/20/62	R604974/20/35	R605124/20/43
113	Brendan	Enright	R605967/20/22	R606017/20/57	R606102/20/68
114	Sarah	Enright	R605966/20/31	R606016/20/66	R606101/20/77
115	David	Evans	R605579/20/22	R605629/20/57	R605685/20/38
116	Jason	Evans	R619791/20/57	R619841/20/92	R619891/20/30
117	Caroline	Evans	R605968/20/13	R606018/20/48	R606103/20/59

118	Michael	Evre	MU102437/20/29	MU102438/20/20	MU102439/20/11
119	Anne	Farlev	R619792/20/48	R619842/20/83	R619892/20/21
120	Luke	Feaviour	R604875/20/53	R604975/20/26	R605125/20/34
121	Russell	Ferrier	R605969/20/04	R606019/20/39	R606104/20/50
122	Jeremy	Finch	R605487/20/74	R605537/20/12	R605743/20/01
123	Robert	Finch	R605485/20/92	R605535/20/30	R605741/20/19
124	Rebekah	Finch	R605486/20/83	R605536/20/21	R605742/20/10
125	Kathryn	Finch	R181673/19/72	R181687/19/43	R181701/19/14
126	Suzanne	Fisher	R619793/20/39	R619843/20/74	R619893/20/12
127	Mark	Foden	R605580/20/13	R605630/20/48	R605686/20/29
128	Deborah	Ford	R604926/20/79	R605076/20/87	R605026/20/52
129	Andrew	Fowler	R619794/20/30	R619844/20/65	R619894/20/03
130	Peter	Fox	R619795/20/21	R619845/20/56	R619895/20/91
131	Janis	French	R604927/20/70	R605077/20/78	R605027/20/43
132	Susan	Frencham	R605488/20/65	R605538/20/03	R605744/20/89
133	Anthony	Gainey	R181108/19/16	R181123/19/75	R181133/19/82
134	Joanne	Gainey	MU102437/20/29	MU102438/20/20	MU102439/20/11

135	Helen	Gardener	R619796/20/12	R619846/20/47	R619896/20/82
136	Jennifer	Gardner	R605970/20/92	R606020/20/30	R606105/20/41
137	Helena	Garnham	R605971/20/83	R606021/20/21	R606106/20/32
138	Nicholas	Gifford	R605581/20/04	R605631/20/39	R605687/20/20
139	Kellv	Gipson	R619797/20/03	R619847/20/38	R619897/20/73
140	Robert	Goodfellow	R181674/19/63	R181688/19/34	R181702/19/05
141	Katrin	Gowing	MU102437/20/29	MU102438/20/20	MU102439/20/11
142	Michael	Grange	R604876/20/44	R604976/20/17	R605126/20/25
143	Karin	Green	R605972/20/74	R606022/20/12	R606107/20/23
144	David	Green	R605489/20/56	R605539/20/91	R605745/20/80
145	Ann	Gridley	MU102437/20/29	MU102438/20/20	MU102439/20/11
146	James	Guariglia	R619798/20/91	R619848/20/29	R619898/20/64
147	Lee	Guffick	R605582/20/92	R605632/20/30	R605688/20/11

148	Judith	Halton	R604877/20/35	R604977/20/08	R605127/20/16
149	Ann-Marie	Handford	R604928/20/61	R605078/20/69	R605028/20/34
150	Patricia	Hanlev	MU102437/20/29	MU102438/20/20	MU102439/20/11
151	Richard	Harbour	R619799/20/82	R619849/20/20	R619899/20/55
152	Angela	Harding	MU102437/20/29	MU102438/20/20	MU102439/20/11
153	Louise	Harrison	R611207/21/01	R611224/21/42	R611241/21/83
154	Amelia	Harrison	R619800/20/73	R619850/20/11	R619900/20/46
155	Alan	Hartigan	R605490/20/47	R605540/20/82	R605746/20/71
156	Adrian	Hartlev	R619801/20/64	R619851/20/02	R619901/20/37
157	Joanne	Hartlev-Metcalf	R181675/19/54	R181689/19/25	R181703/19/93
158	Christopher	Hatherall	R605583/20/83	R605633/20/21	R605689/20/02
159	Jennifer	Hatlev	R604929/20/52	R605079/20/60	R605029/20/25
160	Darren	Hawlev	R619802/20/55	R619852/20/90	R619902/20/28
161	Wendy	Havdon	R605973/20/65	R606023/20/03	R606108/20/14
162	Jonathon	Haves	R605491/20/38	R605541/20/73	R605747/20/62
163	Carla	Hazlehurst	R604878/20/26	R604978/20/96	R605128/20/07
164	Andrew	Hencken	R619803/20/46	R619853/20/81	R619903/20/19

165	Ian	Henden	R605492/20/29	R605542/20/64	R605748/20/53
166	Lisa	Henden	R605584/20/74	R605634/20/12	R605690/20/90
167	Cindy	Henlv	R605974/20/56	R606024/20/91	R606109/20/05
168	Scott	Henshaw	R604930/20/43	R605080/20/51	R605030/20/16
169	Nicola	Hewer	MU102437/20/29	MU102438/20/20	MU102439/20/11
170	Gina	Higgins	R605493/20/20	R605543/20/55	R605749/20/44
171	Lianne	Higgins	R605975/20/47	R606025/20/82	R606110/20/93
172	Clare	Hill	R605585/20/65	R605635/20/03	R605691/20/81
173	Linda	Hill	R604910/20/29	R605010/20/02	R605160/20/10
174	Josephine	Hilton	R611208/21/89	R611225/21/33	R611242/21/74
175	Claire	Hird	R604932/20/25	R605082/20/33	R605032/20/95
176	Joanne	Hitchcock	R605586/20/56	R605636/20/91	R605692/20/72

177	Caroline	Holden	R604933/20/16	R605083/20/24	R605033/20/86
178	Richard	Howarth	R604879/20/17	R604979/20/87	R605129/20/95
179	Georgina	Hughes	R604934/20/07	R605084/20/15	R605034/20/77
180	Andrew	Hulme	R604935/20/95	R605085/20/06	R605035/20/68
181	Kerry	Hulme	MU102437/20/29	MU102438/20/20	MU102439/20/11
182	Anthony	Hunt	R605976/20/38	R606026/20/73	R606111/20/84
183	Sacha	Husnu-Beresford	R604880/20/08	R604980/20/78	R605130/20/86
184	Vanessa	Hutchinson	R647799/20/88	R647814/20/50	R647829/20/12
185	Muhammad	Idrees	R605494/20/11	R605544/20/46	R605750/20/35
186	Philip	Ince	R605587/20/47	R605637/20/82	R605693/20/63
187	David	James	R619804/20/37	R619854/20/72	R619904/20/10
188	Eve	Jardine-Young	R604936/20/86	R605086/20/94	R605036/20/59
189	Judy	Jarman	R604881/20/96	R604981/20/69	R605131/20/77
190	Michelle	Jennings	R605495/20/02	R605545/20/3	R605751/20/26
191	Amandeep	Johal	R604882/20/87	R604982/20/60	R605132/20/68
192	Susan	Johnson	R605977/20/29	R606027/20/64	R606112/20/75
193	Katie	Johnson	R647800/20/79	R647815/20/41	R647830/20/03

194	Lindsey	Johnstone	R619805/20/28	R619855/20/63	R619905/20/01
195	Isabelle	Jones	R605588/20/38	R605638/20/73	R605694/20/54
196	Leonie	Jones	R604883/20/78	R604983/20/51	R605133/20/59
197	Jamie	Jones	R605589/20/29	R605639/20/64	R605695/20/45
198	James	Kane	MU102437/20/29	MU102438/20/20	MU102439/20/11
199	William	Keddie	R605590/20/20	R605640/20/55	R605696/20/36
200	Suzanne	Keyworth	MU102437/20/29	MU102438/20/20	MU102439/20/11
201	Ian	Killev	R604937/20/77	R605087/20/85	R605037/20/50
202	Amanda	Killip	R647801/20/70	R647816/20/32	R647831/20/91
203	Amanda	King	R604885/20/60	R604985/20/33	R605135/20/41
204	Stephen	King	R604938/20/68	R605088/20/76	R605038/20/41
205	Gemma	King	R605978/20/20	R606028/20/55	R606113/20/66
206	Shirley	Kliment-Temple	R647802/20/61	R647817/20/23	R647832/20/82

207	Sean	Lambert	R647803/20/52	R647818/20/14	R647833/20/73
208	Deborah	Larkin	MU102437/20/29	MU102438/20/20	MU102439/20/11
209	Matthew	Laverty	R604939/20/59	R605089/20/67	R605039/20/32
210	Lucia	Law	R604940/20/50	R605090/20/58	R605040/20/23
211	Sarah	Law	R605496/20/90	R605546/20/28	R605752/20/17
212	Nicholas	Law	R605497/20/81	R605547/20/19	R605753/20/08
213	Jeremy	Lea	R605979/20/11	R606029/20/46	R606114/20/57
214	Bilhar	Lehal	R604886/20/51	R604986/20/24	R605136/20/32
215	Tracy	Leighton	MU102437/20/29	MU102438/20/20	MU102439/20/11
216	Siham	Lloyd	R121132/20/89	R121138/20/35	R121140/20/17
217	Samantha	Lloyd	R605591/20/11	R605641/20/46	R605697/20/27
218	James	Lockwood	R605498/20/72	R605548/20/10	R605754/20/96
219	Sarah	Lockwood	R605980/20/02	R606030/20/37	R606115/20/48
220	Paul	Lortal	MU102437/20/29	MU102438/20/20	MU102439/20/11
221	Christopher	Lowcock	R604827/20/00	R604830/20/70	R604833/20/43
222	Gavin	MacGregor	R181676/19/45	R181690/19/16	R181704/19/84
223	Yvonne	Mackey	R604941/20/41	R605091/20/49	R605041/20/14
224	Michelle	Maidment	R604942/20/32	R605092/20/40	R605042/20/05
225	Sarah	Manser	R605981/20/90	R606031/20/28	R606116/20/39
226	Benjamin	Marland	MU102437/20/29	MU102438/20/20	MU102439/20/11
227	Carol	Marshall	MU102437/20/29	MU102438/20/20	MU102439/20/11
228	Andrew	Marshall	R604943/20/23	R605093/20/31	R605043/20/93



229	Richard	Martin	R604887/20/42	R604987/20/15	R605137/20/23
230	Elisabeth	Martin	R605592/20/02	R605642/20/37	R605698/20/18
231	Katie	Mason	R619806/20/19	R619856/20/54	R619906/20/89
232	Kevin	McCarron	R605499/20/63	R605549/20/01	R605755/20/87
233	Catherine	McCarron	R605500/20/54	R605550/20/89	R605756/20/78
234	Sarah	McConnell	R604888/20/33	R604988/20/06	R605138/20/14
235	Alistair	McCutcheon	R619807/20/10	R619857/20/45	R619907/20/80
236	Sean	McDermott	R605593/20/90	R605643/20/28	R605699/20/09
237	Helen	McKenzie	R604829/20/79	R604832/20/52	R604835/20/25
238	Linzi	McKerr	R604944/20/14	R605094/20/22	R605044/20/84
239	Stephen	McKim	R605982/20/81	R606032/20/19	R606117/20/30
240	Cara	McLaughlin	MU102437/20/29	MU102438/20/20	MU102439/20/11
241	Joanne	McVeigh	MU102437/20/29	MU102438/20/20	MU102439/20/11
242	Lisa	Medhurst	R604889/20/24	R604989/20/94	R605139/20/05
243	Tracey	Meehan	R605594/20/81	R605644/20/19	R605700/20/00

244	Catherine	Merrick	R605595/20/72 R181677/19/36	R605645/20/10 R181691/19/07	R605701/20/88 R181705/19/75
245	Lisa	Metcalfe			
246	Pauline	Middleham	MU102437/20/29	MU102438/20/20	MU102439/20/11
247	Amanda	Mikalaukas	R605983/20/72	R606033/20/10	R606118/20/21
248	Heidi	Mitchell	R604890/20/15	R604990/20/85	R605140/20/93
249	Jamie	Moffat	R605596/20/63	R605646/20/01	R605702/20/79
250	Rebecca	Moll	R605597/20/54 R605501/20/45	R605647/20/89 R605551/20/80	R605703/20/70 R605757/20/69
251	Jonathan	Moorhouse			
252	Robert	Moors	R605984/20/63	R606034/20/01	R606119/20/12
253	Kevin	Morris	R604891/20/06	R604991/20/76	R605141/20/84
254	Ian	Mountain	R619809/20/89	R619859/20/27	R619909/20/62
255	Suzanne	Mountain	R619808/20/01	R619858/20/36	R619908/20/71
256	Joyce	Munro	R165142/20/50	R165146/20/14	R165148/20/93
257	Duncan	Murphy	R181678/19/27	R181692/19/95	R181706/19/66
258	Julia	Murphy	R181679/19/18	R181693/19/86	R181707/19/57
259	Caron	Nagy	R605598/20/45	R605648/20/80	R605704/20/61
260	Catherine	Navlor	R604892/20/94	R604992/20/67	R605142/20/75
261	Jayne	Nel	R611209/21/80	R611226/21/24	R611243/21/65
262	Catherine	Nicholls	MU102437/20/29	MU102438/20/20	MU102439/20/11

263	Amanda	Nicholson	R647804/20/43	R647819/20/05	R647834/20/64
264	Louise	Nightingale	R605502/20/36	R605552/20/71	R605758/20/60
265	Alistair	Norman	R605985/20/54	R606035/20/89	R606120/20/03
266	Joanne	Nuttall	R611210/21/71	R611227/21/15	R611244/21/56
267	John	Oaklev	R604893/20/85	R604993/20/58	R605143/20/66
268	Petter	Ous	R605986/20/45	R606036/20/80	R606121/20/91
269	Jennifer	Owens	R619811/20/71	R619861/20/09	R619911/20/44
270	Belinda	Oxford	R605599/20/36	R605649/20/71	R605705/20/52
271	Paul	Padmore	R605503/20/27	R605553/20/62	R605759/20/51
272	Eleri	Paice	MU102437/20/29	MU102438/20/20	MU102439/20/11
273	Clare	Park	R605504/20/18	R605554/20/53	R605760/20/42

274	Caroline	Parker	MU102437/20/29	MU102438/20/20	MU102439/20/11
275	Carla	Parker	MU102437/20/29	MU102438/20/20	MU102439/20/11
276	Mark	Partington	R604945/20/05	R605095/20/13	R605045/20/75
277	Ann	Pattinson	R122979/20/53	R122982/20/26	R122988/20/69
278	David	Pearce	R647805/20/34	R647820/20/93	R647835/20/55
279	Alison	Pearson	R605600/20/27	R605650/20/62	R605706/20/43
280	Nicholas	Peatfield	R604895/20/67	R604995/20/40	R605145/20/48
281	Susan	Penketh	MU102437/20/29	MU102438/20/20	MU102439/20/11
282	Matthew	Perrett	R605987/20/36	R606037/20/71	R606122/20/82
283	Gary	Peters	R605988/20/27	R606038/20/62	R606123/20/73
284	Kathryn Lisa	Pickavance	R605601/20/18	R605651/20/53	R605707/20/34
285	Amy-Louise	Pinfield	R611211/21/62	R611228/21/06	R611245/21/47
286	Jennifer	Pitman	MU102437/20/29	MU102438/20/20	MU102439/20/11
287	Andrea	Planas	R619812/20/62	R619862/20/00	R619912/20/35
288	Matthew	Plant	R181111/19/86	R181126/19/48	R181136/19/55
289	Richard	Potter	R619813/20/53	R619863/20/88	R619913/20/26
290	Camilla	Pratt	R604946/20/93	R605096/20/04	R605046/20/66
291	Charlotte	Quibell	R647806/20/25	R647821/20/84	R647836/20/46
292	Christopher	Quin	R181109/19/07	R181124/19/66	R181134/19/73
293	Donna	Ramsden	R604896/20/58	R604996/20/31	R605146/20/39
294	Gary	Randall	R605505/20/09	R605555/20/44	R605761/20/33

295	Brenda	Ranford	R605989/20/18	R606039/20/53	R606124/20/64
296	Sian	Rawson	R647807/20/16	R647822/20/75	R647837/20/37
297	Katie	Reid	R619814/20/44	R619864/20/79	R619914/20/17
298	Lorraine	Richards	R604897/20/49	R604997/20/22	R605147/20/30
299	Emma	Richardson	R604948/20/75	R605098/20/83	R605048/20/48
300	Hilary	Ridout	R605506/20/00	R605556/20/35	R605762/20/24
301	Margaret	Roberts	R645784/20/84	R645787/20/57	R645790/20/30
302	Neil	Roberts	R605990/20/09	R606040/20/44	R606125/20/55
303	Paula	Robinson	R605507/20/88	R605557/20/26	R605763/20/15
304	Clea	Rodgers	R605508/20/79	R605558/20/17	R605764/20/06

305	David	Rogerson	R604949/20/66	R605099/20/74	R605049/20/39
306	Paul	Rose-Duncan	R624280/20/08	R624282/20/87	R624284/20/69
			R605603/20/00	R605653/20/35	R605709/20/16
307	Mark	Rowlev			
308	Shereen	Rowlev	R611212/21/53	R611229/21/94	R611246/21/38
			R605604/20/88	R605654/20/26	R605710/20/07
309	James	Runciman			
310	Paul	Rush	R619816/20/26	R619866/20/61	R619916/20/96
311	Deborah	Rutley	R619817/20/17	R619867/20/52	R619917/20/87
312	Noah	Rutter	R611213/21/44	R611230/21/85	R611247/21/29
313	Johanna	Scanlon	R600111/20/55	R600115/20/19	R600119/20/80
314	Debra	Schwarz	R619818/20/08	R619868/20/43	R619918/20/78
315	Andrea	Scorer	R619819/20/96	R619869/20/34	R619919/20/69
316	Andrew	Scothern	R619820/20/87	R619870/20/25	R619920/20/60
317	Clare	Scott	R604898/20/40	R604998/20/13	R605148/20/21
318	John	Sentance-Davis	R605991/20/00	R606041/20/35	R606126/20/46
319	Ametta	Sharma	R619821/20/78	R619871/20/16	R619921/20/51
320	Helen	Sharp	R604950/20/57	R605100/20/65	R605050/20/30
321	Sarita	Sharp	R605605/20/79	R605655/20/17	R605711/20/95

322	Rebecca	Sharp	R605509/20/70	R605559/20/08	R605765/20/94
			MU102437/20/29	MU102438/20/20	MU102439/20/11
323	Timothy	Shelton			
324	Joanne	Siddall	R604899/20/31	R604999/20/04	R605149/20/12
325	Zara	Sigger	MU102437/20/29	MU102438/20/20	MU102439/20/11
			R604900/20/22	R605000/20/92	R605150/20/03
326	Amy	Sims			
327	Emma	Sinfield	R605992/20/88	R606042/20/26	R606127/20/37
328	Anthony	Sinfield	R605993/20/79	R606043/20/17	R606128/20/28
329	Joanne	Smith	R619822/20/69	R619872/20/07	R619922/20/42
330	Nichola	Smith	R605606/20/70	R605656/20/08	R605712/20/86
331	Paul	Smith	MU102437/20/29	MU102438/20/20	MU102439/20/11
332	Maxine	Smith	R604951/20/48	R605101/20/56	R605051/20/21
333	Matthew	Smith	R604901/20/13	R605001/20/83	R605151/20/91

334	Mark	Smith	R604902/20/04	R605002/20/74	R605152/20/82
335	David	Smith	R605510/20/61	R605560/20/96	R605766/20/85
336	Yvette	Snow	R605607/20/61	R605657/20/96	R605713/20/77
337	Victoria	Stacey-Masters	R181110/19/95	R181125/19/57	R181135/19/64
338	Abigail	Steadman	R605511/20/52	R605561/20/87	R605767/20/76
339	Diana	Stenton	R605609/20/43	R605659/20/78	R605715/20/59
340	Neil	Stenton	R605608/20/52	R605658/20/87	R605714/20/68
341	Susan	Stirrup	R605610/20/34	R605660/20/69	R605716/20/50
342	Maria	Stocklev	R604903/20/92	R605003/20/65	R605153/20/73
343	Lindsay	Styler	R645783/20/93	R645786/20/66	R645789/20/39
344	Terence	Sullivan	R605994/20/70	R606044/20/08	R606129/20/19
345	Dale	Sumner	R604952/20/39	R605102/20/47	R605052/20/12
346	Brian	Swift	R604904/20/83	R605004/20/56	R605154/20/64
347	Guy	Swinton	R605512/20/43	R605562/20/78	R605768/20/67
348	Havlev	Taberner	R611214/21/35	R611231/21/76	R611248/21/20
349	Andrew	Tate	R604953/20/30	R605103/20/38	R605053/20/03
350	Julie	Taylor	MU102437/20/29	MU102438/20/20	MU102439/20/11
351	Benjamin	Taylor	R619824/20/51	R619874/20/86	R619924/20/24



352	Edward	Taylor-Goobv	R604905/20/74	R605005/20/47	R605155/20/55
353	Helen	Thomas	R611215/21/26	R611232/21/67	R611249/21/11
354	Huw	Thomas	R605995/20/61	R606045/20/96	R606130/20/10
355	Laura	Thompson	R619825/20/42	R619875/20/77	R619925/20/15
356	Emily	Thompson	R604954/20/21	R605104/20/29	R605054/20/91
357	Cathryn	Throup	R645782/20/05	R645785/20/75	R645788/20/48
358	Mvriam	Tonella	R605611/20/25	R605661/20/60	R605717/20/41
359	Gabriela	Tovar Martínez	R624281/20/96	R624283/20/78	R624285/20/60
360	Sandra	Towers	MU102437/20/29	MU102438/20/20	MU102439/20/11
361	Andrew	Townsend	R605612/20/16	R605662/20/51	R605718/20/32
362	Edgar	Trejo Marquez	R605513/20/34	R605563/20/69	R605769/20/58

363	Daniel	Trim	MU102437/20/29	MU102438/20/20	MU102439/20/11
364	Jacqueline	Truscott	R605514/20/25	R605564/20/60	R605770/20/49
365	Graeme	Turner	R605613/20/07	R605663/20/42	R605719/20/23
366	Philip	Tutin	R619827/20/24	R619877/20/59	R619927/20/94
367	Edward	Twohig	R605515/20/16	R605565/20/51	R605771/20/40
368	Stephen	Vasev	R611216/21/17	R611233/21/58	R611250/21/02
369	Garv	Wakefield	R604955/20/12	R605105/20/20	R605055/20/82
370	Anna	Walker	R605614/20/95	R605664/20/33	R605720/20/14
371	Ian	Walker	R181680/19/09	R181694/19/77	R181708/19/48
372	Clare	Walls	MU102437/20/29	MU102438/20/20	MU102439/20/11
373	Damien	Walton-Sardinha	R605615/20/86	R605665/20/24	R605721/20/05
374	Susan	Ward	R181112/19/77	R181127/19/39	R181137/19/46
375	Robert	Weightman	R604956/20/03	R605106/20/11	R605056/20/73
376	Benedict	Wells	MU102437/20/29	MU102438/20/20	MU102439/20/11
377	Katie	Westcott	R600112/20/46	R600116/20/10	R600120/20/71
378	Jennie	Westlev	R181681/19/00	R181695/19/68	R181709/19/39
379	Tracy	Wheatley	R181682/19/88	R181696/19/59	R181710/19/30

380	Edward	Whiting	MU102437/20/29	MU102438/20/20	MU102439/20/11
381	Martyn	Wigley	R605996/20/52	R606046/20/87	R606131/20/01
382	Daniel	Wilcockson	MU102437/20/29	MU102438/20/20	MU102439/20/11
383	Darren	Wilford	R605616/20/77	R605666/20/15	R605722/20/93
384	Monica	Wilkinson	R605517/20/95	R605567/20/33	R605773/20/22
385	Deborah	Wilkinson	R605516/20/07	R605566/20/42	R605772/20/31
386	Sonia	Wilkinson	MU102437/20/29	MU102438/20/20	MU102439/20/11
387	Laurence	Wilkinson	R604906/20/65	R605006/20/38	R605156/20/46
388	Daniel	Willcocks	MU102437/20/29	MU102438/20/20	MU102439/20/11
389	Judith	Willcox	R605518/20/86	R605568/20/24	R605774/20/13
390	Elizabeth	Williams	R619828/20/15	R619878/20/50	R619928/20/85
391	Mark	Williams	R604957/20/91	R605107/20/02	R605057/20/64
392	Alexis	Williamson-Jones	R605617/20/68	R605667/20/06	R605723/20/84

393	Lorna	Willingham	R611217/21/08	R611234/21/49	R611251/21/90
394	Lynne	Willis	R605997/20/43	R606047/20/78	R606132/20/89
395	Mark	Wilson	R605618/20/59	R605668/20/94	R605724/20/75
396	Sarah	Wilton-Rhead	R604907/20/56	R605007/20/29	R605157/20/37
397	Marcus	Wimble	R647808/20/07	R647823/20/66	R647838/20/28
398	Andrew	Winpennv	R619829/20/06	R619879/20/41	R619929/20/76
399	Kerry	Winter	R605999/20/25	R606049/20/60	R606134/20/71
400	Natasha	Witham	R230872/20/83	R230887/20/45	R230895/20/70
401	Rebecca	Wood	R604958/20/82	R605108/20/90	R605058/20/55
402	Tania	Wood	R604908/20/47	R605008/20/20	R605158/20/28
403	John	Woods	R181683/19/79	R181697/19/50	R181711/19/21
404	Rebecca	Woods	R604909/20/38	R605009/20/11	R605159/20/19

**MR A GAINEY & OTHERS**

**CLAIMANTS**

and

**SECRETARY OF STATE FOR EDUCATION & OTHERS**

**RESPONDENTS**

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**SCHEDULE B  
NASUWT'S OF CLAIMANTS**

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<b>No</b>	<b>Claimant's name</b>	<b>M, R (or both) EC Number</b>	<b>Respondent named in EC cert</b>	<b>TPS Normal Pension Age</b>	<b>NTPS Normal Pension Age</b>
<b>1</b>	<b>Megan Dee</b>	<b>MU561553/19/91 R178991/19/57</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
		MU561554/19/82 R178992/19/48	Government Legal Department		
			HM Treasury		

		MU561551/19/12 R178989/19/75	Government Legal Department		
		MU562424/19/12 R181595/19/95	Alec Reed Academy (Stayed)		
<b>2</b>	<b>Alison Dibnah</b>	<b>MU561569/19/44 R179044/19/65</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
			Government Legal Department		
		MU561568/19/53 R179042/19/83	Teachers Pensions		
		MU561570/19/35 R179046/19/47	Government Legal Department		
			HM Treasury		
		R119668/20/73	The Constellation Trust (stayed)		
<b>3</b>	<b>Thomas Fenley</b>	<b>R804974/19/67</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
			Government Legal Department		
		R804968/19/24	Government Legal Department		

		MU100033/20/34 R183867/19/17 R100059/20/14	Teachers Pensions		
		MU562425/19/12 R181596/19/86	Kent CC (stayed on 22/6/21)		
<b>4</b>	<b>Stephen Field</b>	<b>MU102426/20/31 R601638/20/86</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>68</b>
			Government legal Department		
		MU102428/20/13 R601644/20/32	HM Treasury		
		MU102427/20/22 R601641/20/59	Teachers Pensions		
		R114373/20/04	North Yorkshire CC (stayed on 22/6/21)		
<b>5</b>	<b>Simon Nurse</b>	<b>MU561541/19/05 R178923/19/87</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
			Government legal Department		
		MU561540/19/14 R178919/19/26	Government Legal Department		
		MU561543/19/84 R178931/19/15	Teachers Pensions		

		MU562419/19/57 R181589/19/52	Cardiff CC (stayed on 22/6/21)		
<b>6</b>	<b>Matthew Smith</b>	<b>MU561541/19/05 R178924/19/78</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
			Government legal Department		
		MU561543/19/84 R178932/19/06	Teachers Pensions		
		MU561540/19/14 R178920/19/17	Government Legal Department		
		R114178/20/13	Haberdashers' Aske's Federation (stayed on 22/6/21)		
<b>7</b>	<b>Amir Toorneini</b>	<b>MU561569/19/44 R179043/19/74</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>68</b>
			Government Legal Department		
		MU561570/19/35 R179045/19/47	Government Legal Department		
			HM Treasury		
		MU561568/19/53 R179041/19/92	Teachers Pensions		



		MU562422/19/30 R181593/19/16	Torbay Council (stayed on 22/6/21)		
<b>8</b>	<b>Julie Tovey</b>	<b>R119639/20/43</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
		R119642/20/16	Teachers Pensions		
		R119644/20/95	Government Legal Department		
			HM Treasury		
		R119634/20/88	Colston's School (stayed on 22/6/21)		
<b>9</b>	<b>Mark Walker</b>	<b>MU561541/19/05 R178926/19/60</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>67</b>
			Government Legal Department		
		MU561540/19/14 R178922/19/96	Government Legal Department		
		MU561543/19/84 R178934/19/85	Teachers Pensions		
		<b>MU562419/19/57 R181590/19/43</b>	<b>Cardiff CC (Stay requested 13/2/20)</b>		

<b>10</b>	<b>Andrew Woods</b>	<b>MU561541/19/05 R178925/19/69</b>	<b>Secretary of State for Education</b>	<b>60</b>	<b>68</b>
			Government legal Department		
		MU561540/19/14 R178921/19/08	Government Legal Department		
		MU561543/19/84 R178933/19/94	Teachers Pensions		
		MU562421/19/39 R181592/19	Hampshire CC (Stay requested 30/1/20 and 13/2/20)		