



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms F Jowett

**Respondents:** 1. Hampshire County Council  
2. Governing Body of Glenwood School

**Heard at:** Exeter by Video      **On:** 8 April 2022

**Before:** Employment Judge Smail  
Mr K Sleeth  
Mr N Knight

**Representation**

**Claimant:** In Person

**Respondents:** Miss Naomi Gyane, Of Counsel

## RECONSIDERATION AND REMEDY JUDGMENT

1. The Liability Judgment is confirmed without modification.
2. Within 14 days, the Second Respondent must pay the Claimant compensation in the total sum of **£36,206.00** in accordance with the Schedule below.
3. The Recoupment Regulations do not apply because this is compensation for discrimination.

### SCHEDULE

Description		Amount	Totals	Amount
Basic Award		£12,862.50	<b>Basic Award</b>	£12,862.50
Past net loss of earnings		£18,496	<b>Compensatory Award</b>	£10,118.93
Less mitigation		<b>-£8,777.07</b>		
	<b>Total loss of Earnings</b>	<b>£9,718.93</b>		
Loss of Statutory Rights		£400	<b>Injury to Feelings Award</b>	£15,000
Injury to Feelings		£15,000		<b>-£5,697.21</b>
Breach of ACAS Code		Reduction of 15%		
<b>Sub-Total</b>				<b>£32,284.22</b>

**Case Number: 1405744/2019**

	Interest at 8% from 28/09/2019 – 08/04/2022 on Injury to feelings Award (924 days)	£3,039.96
	Interest at 8% on loss of earnings 01/01/2020 – 08/04/2022 (mid-point 414 days)	£881.82
<b>GRAND TOTAL (including interest)</b>		<b>£36,206.00</b>

Employment Judge Smail  
Date: 13 April 2022

Judgment & reasons sent to parties: 27 April 2022

FOR THE TRIBUNAL OFFICE

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