



EMPLOYMENT TRIBUNALS

Claimant: Mr Timothy Coppin

Respondent: Coastal Academies Trust

Heard at: London South via CVP **On:** 12, 13 and 14 July 2022

Before: Employment Judge Khalil sitting with members
Ms P Alford
Mr S Townsend

Appearances

For the claimant: in person
For the respondent: Ms Evans, Counsel

JUDGMENT

Unanimous Decision

The claim for Equal Pay contrary to S.65 and pursuant to S.132 Equality Act 2010 is well founded and succeeds.

The claim for Unfair Dismissal contrary to S.94/98 and pursuant to S.111 Employment Rights Act 1996 is well founded and succeeds.

The claim for victimisation contrary to S.27 and pursuant to S.124 Equality Act 2010 in relation to the claimant's selection for redundancy is well founded and succeeds.

The claim for victimisation contrary to S.27 and pursuant to S.124 Equality act 2010 in relation to the alleged comments on 3 May 2019 is not well founded and fails as the Tribunal had no jurisdiction to hear that claim.

Reasons were given at the time and written reasons will not be provided unless they are asked for by a written request presented by any party within 14 days of the sending of this written record of the decision.

The Tribunal strongly encouraged the parties to resolve matters of remedy privately. The Tribunal will send a Notice of Remedy Hearing. If the parties reach a private resolution, they should inform the Tribunal as soon as possible thereafter.

Public access to Employment Tribunal decisions

All judgments and reasons for the judgments are published, in full, online at www.gov.uk/employment-tribunal-decisions shortly after a copy has been sent to the claimant(s) and respondent(s) in a case.

Employment Judge Khalil

14 July 2022