



EMPLOYMENT TRIBUNALS

Claimant: Ms C Karason

Respondents: (1) Gateway Learning Community Plc (removed from the proceedings)
(2) The Gateway Academy (removed from the proceedings)
(3) Gateway Learning Community (a company limited by Guarantee)
(4) Kevin Sadler
(5) Grainne McLaughlin
(6) Richard Heighway
(7) Jo Jaffa
(8) Jo Jones
(9) Cormac Fanning
(10) Debbie Wright
(11) Spyros Marvegias

Heard at: East London Hearing Centre

On: 20, 21, 22, 26, 27 and 28 July 2022
9 September 2022

Before: Employment Judge Gardiner

Members: Mr L O'Callaghan
Ms S Harwood

Representation

Claimant: In person

Respondent: Mr James Bromige, counsel (for July dates)
Ms Jennifer Linford, counsel (on 9 September 2022)

JUDGMENT

The judgment of the Tribunal is that:-

1. The unfair dismissal complaint succeeds against the Third Respondent.

- 2. The Tribunal makes no basic or compensatory award, given its findings that the Claimant would inevitably have been dismissed in any event and that there should be a 100% reduction for the Claimant's contributory conduct.**
- 3. The remainder of the Claimant's complaints are not well founded and accordingly are dismissed.**

**Employment Judge Gardiner
Dated: 15 September 2022**