



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms C Burton-York

**Respondent:** Diocese of Westminster Academy Trust

**Heard at:** Watford Employment Tribunal (in public; by video)

**On:** 6 and 7 October 2022

**Before:** Employment Judge Quill; Ms G Bhatt; Ms A Brosnan;

## Appearances

For the claimant: Mr D Stephenson, counsel  
For the respondent: Mr K McNerney, counsel

## REMEDY JUDGMENT

- (1) The Respondent is ordered to pay the following sum of to the Claimant: **£462,973.77.**
- (2) The breakdown of that aggregate sum is as follows:
  - (i) Breach of contract. No separate award, as would be double recovery.
  - (ii) Aggravated damages and Stigma damages. No separate award.
  - (iii) Unfair dismissal Basic Award. £10,500.
  - (iv) Loss of Statutory Rights. £500.
  - (v) Expenses for future medical care. £5400.
  - (vi) Financial Loss during employment (when paid sick pay, rather than normal pay). £10,610.84.
  - (vii) Financial loss after end of employment (excluding pension loss): £147,106.99.
  - (viii) Pension Loss: £69,022
  - (ix) Injury to feelings and personal injury: £35,000
  - (x) Interest on financial losses: £15,343.53
  - (xi) Interest on injury to feelings and personal injury: £15,480.55.
  - (xii) Additional sum for grossing up: £154,009.86
- (3) Written reasons have been requested and will be supplied.

- (4) The Claimant has indicated that she does not agree with the sum (or, more specifically, the start date of the period) for interest on the injury to feelings award. Any formal application for reconsideration can be submitted in accordance with Rule 71 within 14 days of the date on which the written reasons are sent.

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**Employment Judge Quill**

Date: 16 November 2022

RESERVED JUDGMENT & REASONS SENT TO THE PARTIES ON

25 November 2022

GDJ  
FOR EMPLOYMENT TRIBUNALS