



# EMPLOYMENT TRIBUNALS

**Claimant:** 1. Miss Megan Crew  
2. Miss Jo Mason

**Respondent:** Threemilestone Education Ltd

## CERTIFICATE OF CORRECTION

### Employment Tribunals Rules of Procedure 2013

Under Rule 69, the Judgment sent to the parties on 12 April 2023, is corrected as set out in block type of the corrected Judgment.

---

Employment Judge Smail

---

Date: 12 June 2023

SENT TO THE PARTIES ON

14 June 2023

FOR THE TRIBUNAL OFFICE

**Important note to parties:**

Any dates for asking for written reasons, applying for reconsideration or appealing against the judgment are not changed by this certificate of correction and corrected judgment. These time limits still run from the date the original judgment or reasons were sent, as explained in the letter that sent the original judgment.



# EMPLOYMENT TRIBUNALS

## BETWEEN

Claimants and Respondent

1. Miss Megan Crew
2. Miss Jo Mason

Three Milestone Education Ltd

Held at: Exeter by Video

On: 20,21,22,23,24,27,28  
March 2023

Before: Employment Judge Smail

### Appearances

Claimant: MISS R. JIGGENS (JUST REASONABLE LTD)

Respondent: MISS K. GARDINER (COUNSEL)

## CORRECTED JUDGMENT

1. Miss Crew was procedurally unfairly dismissed by the Respondent.
2. It is not just and equitable to award her a compensatory award because there was a 100% chance that Miss Crew would have been fairly dismissed anyway.
3. Further or in the alternative, Miss Crew contributed to her dismissal 100% by blameworthy conduct.
4. The Respondent failed to make a reasonable adjustment under section 20 of the Equality Act 2010 for Miss Mason when it refused her mother to act as a companion at her disciplinary hearing.
5. That refusal had the unintended effect of harassing Miss Mason at the disciplinary hearing under section 26 of the Equality Act 2010 by creating a more intimidating environment for her.
6. All the other claims brought by the Claimants are dismissed.
7. There will be a one-day hearing to deal with the Respondent's application for wasted costs and Miss Mason's claim for injury to feelings at the first available date after 2 months.

**Case Numbers: 1400032/2022 and 1400033/2022**

8. The parties are to send in their dates of non-availability within 7 days.

**Full oral reasons were given at the hearing. If any party requires written reasons, they must email the Tribunal within 14 days of this Judgment being sent to the parties.**

---

Employment Judge Smail  
Date: 29 March 2023

Judgment sent to the parties on 12 April 2023

Corrected Judgment sent on 14 June 2023

For the Tribunal Office