



# EMPLOYMENT TRIBUNALS

**Claimant:** Ms A Thomas  
**Respondent:** The Willows School Academy Trust  
**Heard at:** Watford Employment Tribunal (In Public; In Person)  
**On:** 4 April 2024 and 5 April 2024  
**Before:** Employment Judge Quill; Mr M Kaltz; Mr T Poil

## Appearances

For the Claimant: In Person  
For the respondent: No appearance or representation

# REMEDY JUDGMENT

1. The Claimant's gross salary was £390.08 per week
  - 1.1. Her net salary (after tax and employee national insurance, employee pension contributions was) £322.94 per week.
  - 1.2. The employer pension contributions were £120.93 per week.
2. The basic award for unfair dismissal is based 3 times a week's pay.
3. We also make an award of 4 weeks pay in accordance with section 38 of the Employment Act 2002.
4. The claimant acted reasonably to attempt to mitigate her losses.
5. Her losses caused by the dismissal included £55 cost of DBS check and £50 on travelling to interviews.
6. We assess her loss of statutory rights at £500.
7. We are awarding compensation under the Equality Act 2010 and therefore

we make no separate compensatory award for unfair dismissal in accordance with the Employment Rights Act 1996.

8. There is a Chagger deduction of 25%. We make no reduction for contributory fault.
9. There is an uplift of 25% in accordance with section 207A Trade Union and Labour Relations (Consolidation) Act 1992.
10. The overall aggregate sum which the Respondent is ordered to pay to the Claimant is £20,114.17. The breakdown is:

Basic Award for Unfair Dismissal	£1170.24
Employment Act 2002 Award	£1560.32
Financial Loss (adjusted as above)	£6452.43
Interest on financial loss	£799.04
Injury to Feelings (adjusted as above)	£8906.25
Interest on Injury to Feelings	£1225.89

**Employment Judge Quill**

Date: 5 April 2024

JUDGMENT SENT TO THE PARTIES ON

08/05/2024

FOR THE TRIBUNAL OFFICE

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If a transcript is produced it will not include any oral judgment or reasons given at the hearing. The transcript will not be checked, approved or verified by a judge.

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