



EMPLOYMENT TRIBUNALS

Claimant: Marcus Wright

Respondent: The Governing Body of Cardinal Newman Catholic School

Heard at: London South ET **On:** 27 August 2024

Before: **Employment Judge:** G. King
 Members: P. Adkins
 D. Sanderson-Estcourt

Representation

For the Claimant: Mr T. Dracass
For the Respondent: Mr D. Barnett

JUDGMENT

The Tribunal orders, by consent between the parties:

1. The Respondent shall pay the Claimant the sum of £850,000 (gross) in respect of all outstanding heads of compensation in relation to this claim.
2. Within this sum, the following sums would be apportioned:
 - a. £75,000 in respect of personal injury (PSLA) compensation, plus associated interest for the Claimant's psychiatric injury.
 - b. £25,000 in respect of the Claimant's legal costs.
 - c. The remainder (£750,000) is compensation for injury to feelings, loss of earnings (past and future), pension loss and interest arising out of the discrimination and victimisation claims upheld by the Tribunal.
3. Payment of the above sum to be made by 4pm on 27 September 2024.
4. The above sum is in addition to the basic award (£9187.50) already paid by the Respondent.
5. The hearing listed for 5 and 6 December 2024 shall be vacated.

6. The Employment Protection (Recoupment of Benefits) Regulations 1996 do not apply.

Employment Judge **G. King**
Date: **27 August 2024**

JUDGMENT SENT TO THE PARTIES ON
2 September 2024

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FOR THE TRIBUNAL OFFICE

Notes

Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

Public access to employment tribunal decisions

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.

Recording and Transcription

Please note that if a Tribunal hearing has been recorded you may request a transcript of the recording, for which a charge may be payable. 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. There is more information in the joint Presidential Practice Direction on the Recording and Transcription of Hearings, and accompanying Guidance, which can be found here:

<https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/>