



EMPLOYMENT TRIBUNALS

Claimant: Miss A Robinson

Respondent: Middlesex Learning Trust

Heard at: Watford Employment Tribunal

On: 12 and 15 September 2025

Before: Employment Judge Partington, S Wellings, L Hoey

Representation

Claimant: In person

Respondent: Mr Starcevic, Counsel

REMEDY JUDGMENT

1. The Tribunal makes the following recommendations:
 - a. The Respondent implements disability awareness training for its management staff within 12 months of the date of this Judgment.
 - b. The Respondent provides on request from any prospective employer of the Claimant, a factual reference, which includes only her dates of employment, job title, and the fact of there being no safeguarding concerns relating to the Claimant.
2. With effect from 1 September 2023 the Claimant has not taken reasonable steps to replace lost earnings. Therefore, the period of loss for which the claimant should be compensated is the period from her dismissal on 31 August 2021 up to 1 September 2023.
3. There is no chance the claimant's employment would have ended in any event and therefore the claimant's compensation should not be reduced as a result.
4. The ACAS code of practice is not applicable and therefore there is no uplift for failure to follow it.
5. There is no award for loss of statutory rights.
6. There is no award for costs.
7. The claimant does not seek compensation for aggravated damages or personal injury.

8. Interest for injury to feelings is to be calculated from the date the Claimant found out about the non-renewal of her fixed-term contract on 11 March 2021.
9. Based on the above findings, the amount of compensation has been agreed by the parties as set out in an agreed schedule of loss provided to the Employment Tribunal on 19 September 2025, and pursuant to which the Respondent shall pay the Claimant the following sum:
 - a. **A compensation payment of £137,112** (less applicable deductions for tax and national insurance) comprising of:
 - i. A net payment of £41,857 for loss of earnings plus interest calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 of £7,564;
 - ii. A net payment of £26,284 for loss of pension;
 - iii. An injury to feelings payment of £24,250 plus interest on compensation for injury to feelings calculated in accordance with the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996 of £8,765;

Giving a sub-total of £108,720 which has been grossed up by £28,392.

Approved by:

Employment Judge Partington

20 September 2025

JUDGMENT SENT TO THE PARTIES ON

8 October 2025

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. If written reasons are provided they will be placed online.

All judgments (apart from judgments under Rule 51) and any written reasons for the judgments are published, in full, online at <https://www.gov.uk/employment-tribunal-decisions> shortly after a copy has been sent to the claimants and respondents.

If a Tribunal hearing has been recorded, you may request a transcript of the recording. Unless there are exceptional circumstances, you will have to pay for it. 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: www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/